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PHOTO BY EMMANUEL TAMRAT

Protestors fight for migrant farmworker rights

By SOPHIA MCDERMOTT-HUGHES
Contributing Writer

"Hannaford, escucha. Estamos en la lucha. Leche justa, a mi me gusta." Protesters chanted this phrase — which loosely translates to "Hannaford, listen, we are fighting for fair trade milk" — as they gathered outside of the Middlebury branch of the Hannaford supermarket. Through their protests on Saturday, Nov. 2, they demanded that the chain only buy its milk from dairy farms that respect the human rights of their workers.

Eighty to 100 farmworkers, organizers, Middlebury community members and Middlebury students attended the protest, which was organized by Middlebury students Olivia Pintair '22.5 and Hannah Ennis '22.5 and hosted by student organizations Juntos and Middlebury Refugee Outreach Club (MiddROC).

The protest was part of the Milk with Dignity Day of Action. Migrant Justice, a solidarity collective aimed at improving the economic and human rights of farmworkers in the northeast, organized the campaign with similar events at 21 Hannaford's locations in Vermont, Maine, New Hampshire and Massachusetts.

Eleuterio, a prominent member of the Migrant Justice Coordination Committee and an Addison County dairy worker, and Jose Ignacio, a dairy worker in Shoreham, spoke to those assembled about the alleged human rights violations they have experienced as dairy workers in Addison County.

"I work on a farm in Addison county where . . . there are no raises. Where there are no vacations. Where we work 12, 13, 14 hours a day. Where we take only 30 to 40-minute breaks to eat. This is not just," Euleterio said.

The Milk with Dignity program started in 2014, and Migrant Justice and Ben & Jerry's signed the first Milk with Dignity contract

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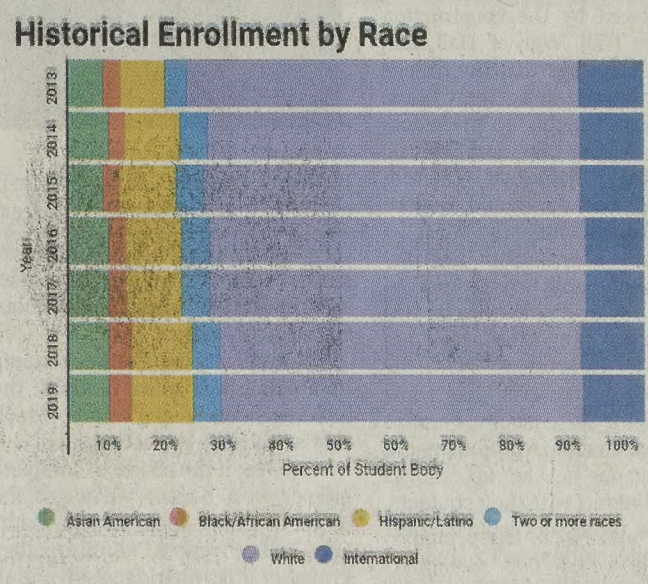
Fall '19 student body, profiled: less white, more geographically diverse than ever

By RILEY BOARD
News Editor

Middlebury's student body has more people of color and more students from Southern states this year than ever before. The 2019 Fall Student Body Profile points to small but distinct trends toward greater racial, ethnic and geographic diversity among students, making this the least-white student body in Middlebury history. At the same time, however, the college's population is still primarily drawn from the same states it historically has been.



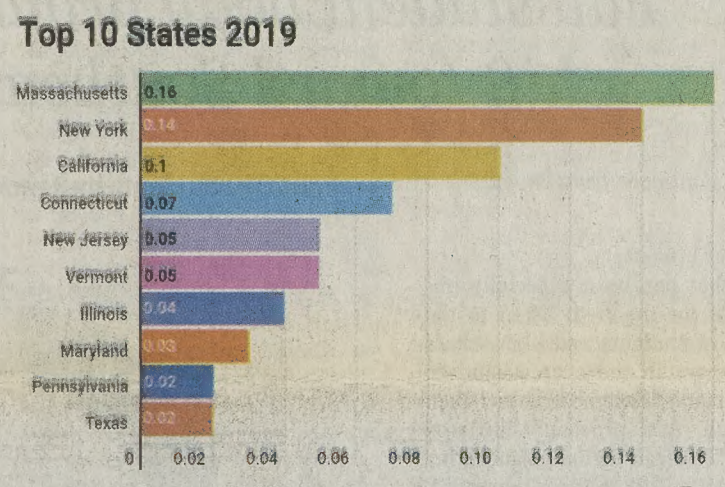
ISHA KOTHARI/THE MIDDLEBURY CAMPUS

This year, Middlebury's domestic student population is comprised of 26% students of color, the highest in the school's history. The report also reports that the student body is currently 53.1% female and 46.9% male.

Dean of Admissions Nicole Curvin is happy about how the admissions team has "made progress in bringing students from many backgrounds, geographies and lived experiences" to the college.

"The admissions team has worked intentionally to broaden our reach to more diverse student populations in the U.S. and I believe we have made good strides," Curvin said.

Curvin cited over 50 community organizations in the country that the college works with — these groups provide support, such as application prep, internships and admissions counseling for college applicants from groups that are traditionally underrepresented in higher education, with the hopes of building bridges between students from these groups and the college.

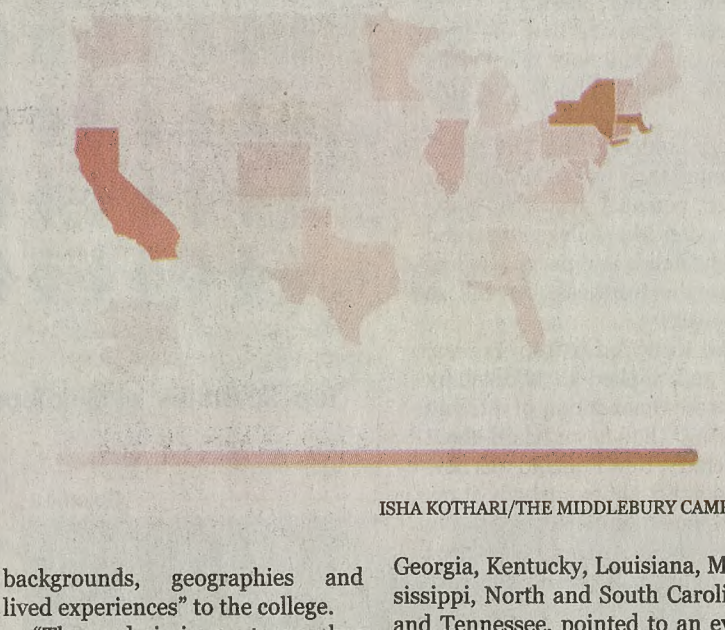


ISHA KOTHARI/THE MIDDLEBURY CAMPUS

Massachusetts is now the most represented state in the student body, taking the lead over New York, which held the top spot in 2018. California and Connecticut hold the next two spots, as they did last year.

However, the profile also points to increases in the populations of students in many traditionally underrepresented Southeastern states. North Carolina has seen a 37% increase among the student population, while Georgia has seen a 21% increase. Texas is now the 10th most represented state, while Virginia and Florida take the 11th and 12th spots respectively.

Natalie Figueroa, the admissions counselor for several Southeastern states including Alabama, Georgia, Kentucky, Louisiana, Mississippi, North and South Carolina and Tennessee, pointed to an evolution in the way that admissions counselors reach out to students in these states. This can include group travel with other liberal arts colleges such as Bates, Harvey Mudd, Wellesley and Wesleyan to high school visits, college fairs and coun-



ISHA KOTHARI/THE MIDDLEBURY CAMPUS

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TRANSITION TO ORACLE FORETELLS ROCKY ROAD AHEAD

By SOPHIA MCDERMOTT-HUGHES
Contributing Writer

Middlebury is optimizing and modernizing its administrative systems with a new finance program called Oracle — the implementation of which has caused many difficulties and inconveniences for Middlebury staff, faculty and students.

This change occurred in collaboration with the Green Mountain Higher Education Consortium (GMHEC), which includes Middlebury, Champlain, and Saint Michael's colleges. All three institutions are working to improve and reduce costs for common administrative services.

Through an initiative called Project Ensemble, GMHEC plans to implement a new Enterprise Resource System (ERS), a software system designed to integrate each college's various administrative processes — finance, human resources, advancement and, potentially, student records — into a unified structure. At Middlebury, this new ERS will eventually replace Banner, the computer software the college currently uses. Phase one of Project Ensemble is projected to cost Middlebury $4.6 million, according to Mike Thomas, the vice president for finance and the college's assistant treasurer.

As part of this effort, the college adopted the information system Oracle Cloud and began using its financial system in April to help track and manage the day-to-day financial transactions of the college.

Instead of running financial operations on-site, Oracle is housed in the cloud, which helps prevent against data loss. Like Banner, it is browser-based, and employees can access it through by signing in to an online portal.

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Commencement moved to afternoon for Eid al-Fitr

By ABIGAIL CHANG
Contributing Writer

The college is moving the May 2020 Commencement ceremony from 10 a.m. to 2 p.m. to allow college community members to observe the Muslim holiday Eid al-Fitr. Services for the holiday, which marks the end of Ramadan, conflicted with the graduation ceremony's previous morning time.

Muslim Chaplain and Interfaith Adviser Saifa Hussain said the college has been aware of commencement potentially conflicting with Eid al-Fitr for the last few years. As Hussain explained, the actual date of Eid al-Fitr varies because Muslim holidays rely on a lunar calendar. Observers celebrate Eid al-Fitr during the new moon after 29 to 30 days of fasting from sunrise to sunset during the month of Ramadan.

While some Muslims rely on scientific calculations of the moon cycle to determine the date of Eid al-Fitr, others, according to Hussain, may not know its date until the day before, as they rely on their own observations of the moon phase each night to determine the arrival of the holiday. This can lead to different countries and communities celebrating the holiday on different days during the same year.

SADIE HOUSBERG

Soyibou Sylla '20, the co-president of the Muslim Student Association, said he was grateful to hear that the commencement ceremony would be moved for the holiday.

"Growing up in Senegal, I always looked forward to Eid al-fitr. I was always excited to get a new outfit, visit my relatives, and have a feast," he said. "I have only celebrated Eid al-fitr once at home over the last five years and it's true that there is nothing comparable to celebrating it in Senegal, but I always have that spark of excitement and joy on the days leading to Eid and on Eid. The mere fact of going to the mosque in the morning is a tradition that I still deeply cherish."

Sylla said learning that Middlebury would change the graduation time to accommodate the Muslim students was a relief.

"I felt heard, considered and included," he said.

Discussions about the rescheduling of commencement to better accommodate Eid al-Fitr observers included members of the president's office, the college calendar committee and the Scott Center for Spiritual and Religious Life.

"Our role at the Scott Center, our main concern, is facilitating religious observance, so of course that's our first priority if something like this comes up," Hussain said.

Those involved with adjusting commencement suggested a few different possibilities, including switching the ceremony to a date as early as May 21 or as late as May 26, but ultimately decided that pushing the event a few hours would minimize disruption to senior events and reunion weekend, which follows soon after graduation. The rescheduling of commencement should allow Muslim community members to observe both ceremonies, as services for the holiday typically occur in the morning.

The process of rescheduling the college calendar due to conflicts with religious holidays is not new. Last year, Rosh Hashanah services took place in part on Monday, Sept. 10, on what would have been the first day of school during the fall semester. To accommodate Jewish students, faculty and staff, the college delayed the first day of classes until Tuesday, Sept. 11.

To Hussain, these adjustments represent a step in the right direction.

"Hopefully, long term, we are heading in a direction where our whole year, our whole calendar, is fully aware and understanding that there are students that have different ways of being and different cultures, and that is part of the fabric of the way we do things here," she said.

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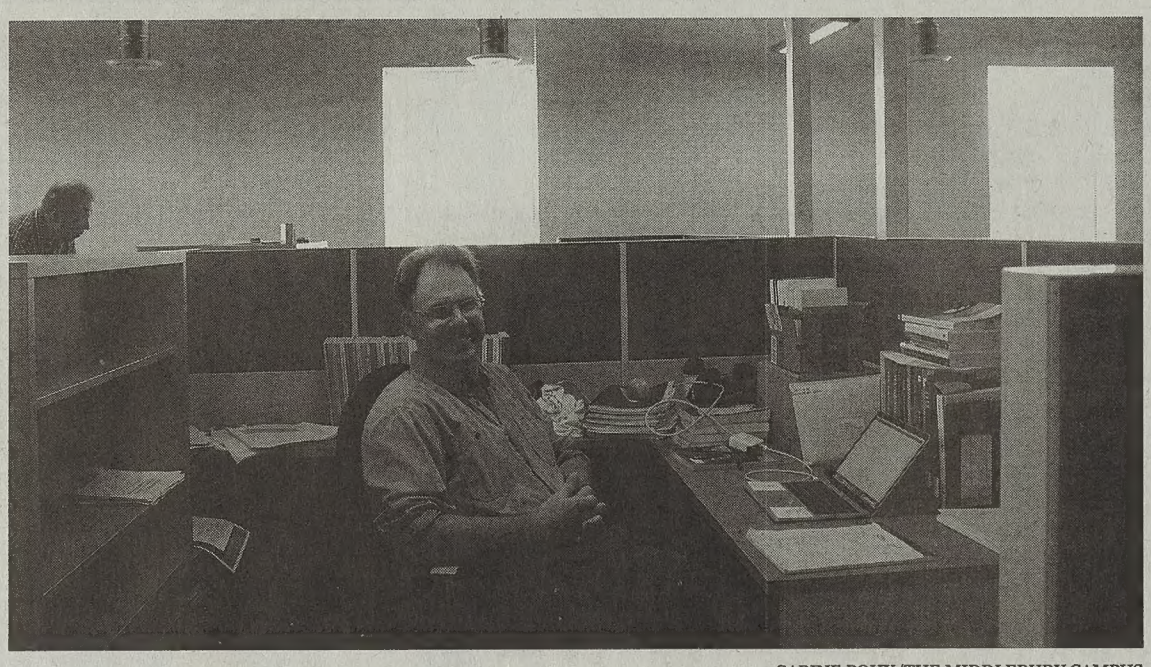
Struggles on Shannon Street: Professors work through noise, lack of privacy in new building

By KAYLA LICHTMAN
Staff Writer

Displaced professors working out of 75 Shannon Street this year have found that cubicles are not conducive to academic work. With the school-year well underway, faculty describe having difficulties working in the temporary space, largely due to limited privacy and noise issues.

As The Campus reported in March, the college built 75 Shannon Street to accommodate the growing computer science program, which has taken up residence indefinitely on the second floor, as well as to create a temporary space for faculty displaced by the construction to Monroe Hall, Warner Hall, and the other buildings that the college plans to renovate in next few years. This includes roughly 40 professors from the Religion, Political Science, Anthropology, Sociology, Interdepartmental, Economics and Modern Hebrew departments.



SABINE POUX/THE MIDDLEBURY CAMPUS
Professor Sheridan in his cubicle in September. Sheridan, among many faculty, expressed concerns over privacy, noise and availability of materials in the 75 Shannon St. academic space.

The first floor, where the displaced faculty now work, was designed to be flexible. Faculty on this floor work out of cubicles, which are organized by department.

The design, however, has some downsides for those faculty. Perhaps the greatest challenge professors cited was that the new set up changes how they interact with their students. In Munroe, professors could conduct private conversations with students about grades or other personal issues in their offices; at Shannon Street, privacy is harder to guarantee.

"In instances in which students come in and they want to talk about personal stuff, it's a little more difficult for them to feel comfortable doing so on an open floor," Political Science Professor Matt Dickinson said. Both Dickinson and his cubicle-mate, Political Science Professor Gary Winslet, make it a point to let students know that they can meet elsewhere if they want to talk about confidential matters.

Many faculty members are coping by holding their office hours in the building's conference rooms, which they say is not a perfect solution.

"We've got the choice of complete privacy in a box or we've got the choice of a door open, possibly bothering other people," Anthropology Professor Mike Sheridan said, noting that some students might feel intimidated to be in such tight quarters with their professors.

Sheridan is in favor of adding a window with a shade to the door of the conference room, to create a balance of privacy and visibility.

For some students, being in the conference rooms has changed the dynamics of office hours.

"I don't think the quality of conversations have changed," Mollie Smith '20 said. "But I do think that [the student-teacher relationship] feels a lot more clinical because of the environment."

The first floor's layout also poses another major obstacle: noise. Given how open the space is, noise tends to carry, and there is no option of shutting a door when conversations get loud. Many professors told The Campus that they are very conscious about how their conversations might disturb the work-flow of their neighbors. Some, such as Political Science Professor Murray Dry, have turned to noise-canceling headphones to shut out the sound.

Executive Vice President for Finance and Administration David Provost acknowledged that the noise is a disturbance, but said that it is a "short-term inconvenience to accelerate their ability to move back into a new space." Ultimately, no faculty will be in the Shannon Street building for longer than nine months.

While the floor is sometimes too loud to be productive, at other times, it is silent for one simple reason: the professors are gone. Unlike other buildings, where professors might spend more time in their offices and therefore be more accessible to students, faculty report they spend less time in their cubicles than they would in an office.

"No one is here most of the time," Sociology Professor Linus Owens said. "They're only here when they absolutely have to be."

Dickinson has also seen less of his colleagues. In his department of 18 or 19, he said, he sees maybe three people regularly. Dry, who prefers to work in the evenings, said that on a recent afternoon he had to turn the lights on when he entered, as there was nobody there.

Having fewer teachers around on a day-to-day basis can have repercussions on departmental cohesion and communication. Some professors feel that they should not drop in on their colleagues to casually chat even when they are at their cubicles because it would not only bother them but it would also bother their neighbors. Others have started relying more heavily on email in lieu of quick down-the-hall office visits.

For many, working at their cubicles simply is not the most productive way to work. Owens, Sheridan, Dickinson and many of their colleagues prefer to do their serious research and writing outside of Shannon Street. This is due both to the noise and available materials.

"I cannot write here, simply because I don't have all the resources," Sheridan said, who prefers to write from home.

In Munroe, Sheridan had hundreds of books on his office shelves, as did Owens and Dickinson. Dry said he had thousands. For now, the majority of their books have been relegated to storage units, home garages, boxes on cubicle floors and Armstrong Library, while the books required for current classes fill their cubicle shelves. Dickinson, for example, said he has approximately 12 books on his shelf, with more packed away in boxes below. Not only are books not available for research, they are also not as easily on hand to offer students as references.

On the whole, faculty agree that their situation is not ideal. Although they understand that the challenges they are facing not permanent, they look forward to moving back into the new, improved, and accessible Munroe.

Fall student body profile shows shift toward Southeast U.S.

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selor breakfasts.

"What has been especially important for me is to listen to the needs of students and high school counselors in those areas and to understand what best helps them through this process," Figueroa said. "This can include elaborating on what a 'liberal arts education' entails, what winter is like, or how the transition has been for students coming to the Northeast for school."

Visits from an admissions counselor can make the difference in a decision for some students from the South.

In addition to learning about the college from upperclassmen and being attracted to the language programs, Sophie Mueller '23, a student from a private school in Atlanta, Georgia, met with a Middlebury counselor at a college fair during all four years of high school.

"These interactions encouraged me to apply and helped me learn more about Midd," she said.

Curvin estimates that the high schools the admissions office visits are 60% private schools and 40% public.

Other students from the South have found their way to Middlebury through personal research, postings on sites like College Point, and through friends and peers who had gone to the Northeast for college themselves.

Ryan Kirby '22 is from Lorena, Texas and applied to Middlebury at the recommendation of a friend up north. "I had never heard about Middlebury. New England was never even a thought to anybody at my school, and I am fairly certain I'm the only person in my class that came up north. Most did not leave the state."

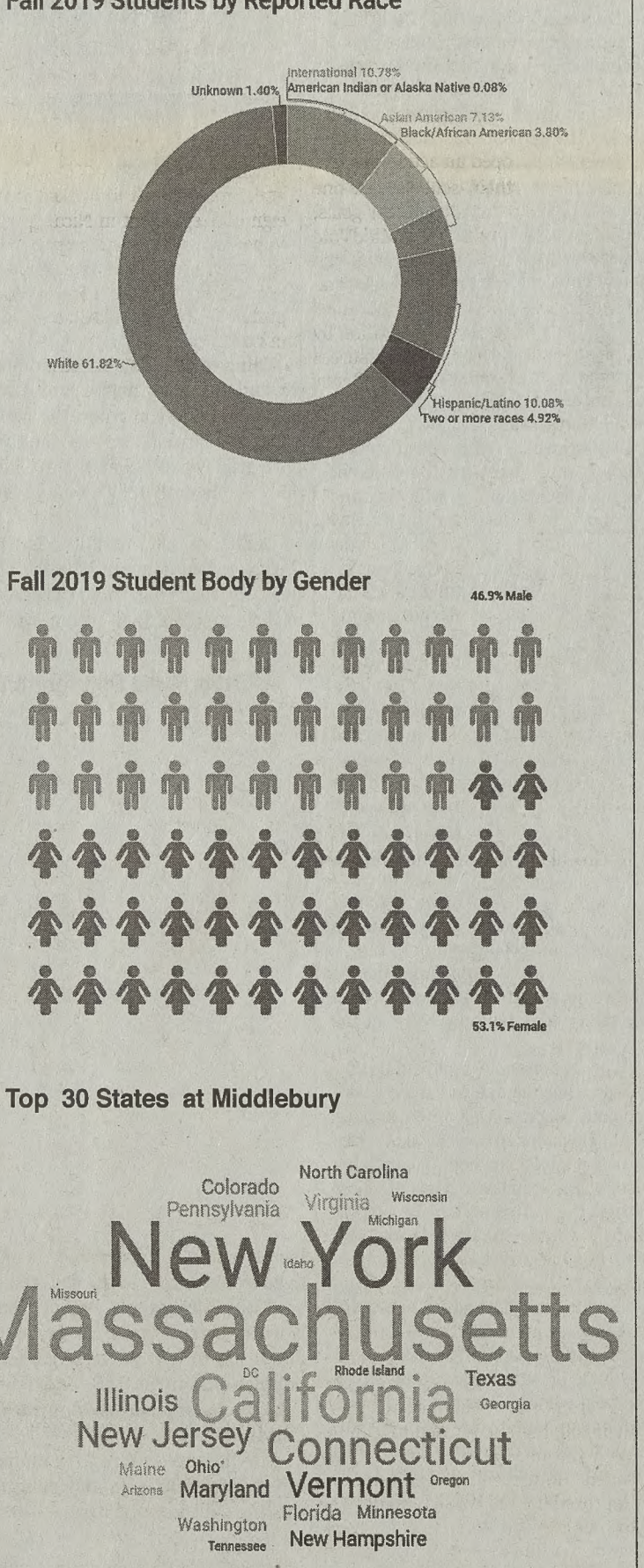
Kirby's experience is not rare: Curvin pointed to lack of name recognition, as well as weather and financial challenges, as major factors that discourage students in the South from considering or attending Middlebury.

In a Newsroom article from last March, Curvin discussed a several-year effort to expand recruitment in Florida and other Southern states. Florida had the fifth highest rate of admitted students for the class of 2023, with 63 admitted, but ultimately had a lower yield than Northeastern states. Florida remains outside of the top-ten-most represented states on campus.

"There are a lot of conversations about affordability — coming to an institution like Middlebury over a state institution with merit money or funding for students is challenging, and those are conversations that we're having," Curvin said. "Florida is a beautiful lovely place with beaches and warm weather, and so talking to students about coming to New England can be a challenge, but I think we've seen a growth in students wanting to have this kind of college experience."

"It was difficult to look at the price of Middlebury versus the University of Florida and Florida State and reason it," said Kate Talano '21.5 of Naples, Florida. "New England is a different way of life and if you're not familiar with it, that can prevent you from wanting to go up north."

"When you're looking schools, you know the places that you know," Talano said. "And in Florida, Middlebury is not one of those places."



ISHA KOTHARI/THE MIDDLEBURY CAMPUS

New finance system prompts frustrations

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According to Thomas, one benefit of this new system is that the budget office can approve purchases and expense reports from a computer or mobile device.

"Before Oracle, nearly every purchase we made at Middlebury involved a form that a person had to fill out and send to someone to then manually approve. Now, all of that happens through automated workflow," Thomas said.

The switch has also helped Middlebury take advantage of the GMHEC for technical support, supplier management, accounts payable and more.

However, the change caused significant issues for Middlebury staff, who received minimal — and at times, incorrect — training in the system, according to a staff member who asked to remain anonymous.

"I wish we had gotten real training," she said. "It felt like our work isn't important enough to take the time to invest in it. We do an important job and it didn't get the sort of attention that it needed."

According to Thomas, Middlebury hired Hitachi Consulting — a firm that had minimal experience with Oracle, a system normally used by for-profit companies — causing significant issues with the roll out. With no people experienced with Oracle on campus, Information Technology Services was forced to learn and troubleshoot on the spot, the anonymous staff member said.

"At the beginning, people weren't getting paid at all. Several departments, especially around commencement, were having trouble getting speakers paid. People didn't even want to come to campus ... It has hurt a lot of our relationships with people who have done business with the college over the years," the staff member said.

The switch has also caused issues within the budget office. There were many bugs in the early stages of implementation, which took time and effort to troubleshoot and led to delays in processing payment and difficulties for employees, according to Thomas.

"We realized that we underestimated the required post go-live support from our implementation partners. It was definitely a lesson learned as we look at other modern systems," Thomas said.

The change has also created extra work and complications for the Student Activities Office (SAO) and student organizations, according to Derek Doucet, the senior associate dean of students.

Most student organizations receive an annual budget of between $400 and $4,000 from the Student Government Association (SGA), which they spend and manage through the SAO. The SGA expects to allocate approximately $1,100,000 this academic year, according to Kenshin Cho '20, director of the SGA finance committee.

Student organization leaders need to track budgets and expenditures closely, but the Oracle system has limited capabilities in tracking individual transactions. Student organizations also require regular, detailed budget reports, which the program does not provide, according to Doucet.

"The new Oracle system is frustrating as a treasurer that manages a relatively large budget and spends frequently, because we no longer get monthly expense reports with our operating account balance," said Raechel Zeller '22, treasurer for the female-identifying club frisbee team.

Pranav Kumar '20, co-president and treasurer of club tennis, said he worries that he will accidentally exceed his club's budget and be forced to foot the bill.

"We've built alternative systems to help alleviate these problems, but they remain a significant challenge for student org treasurers and have created significant additional work for the student activities team," Doucet said.

According to Doucet, the transition to Oracle caused many Middlebury businesses to stop accepting charges directly from student organizations. Instead, student leaders increasingly must pay for organization expenses out of pocket and wait for reimbursement from the college, something that many students cannot afford to do.

However, Doucet said that the issues posed by the change has also created opportunities as the SAO explores alternatives. For example, the office is currently piloting a program in which student organization leaders can sign out credit cards, which he believes will be a better system than off-campus charges.

Moving forward, the administration hopes Project Ensemble will continue to improve the financial system and the overall function of Oracle through an "optimization phase," which will include "a mobile expense app, a supplier portal where our payees can go to update information, and optical character recognition for invoice processing," according to Thomas.

This spring, Middlebury plans to transfer Human Capital Management to Oracle, a move that was originally planned to take place this fall but was delayed in order to not repeat the mistakes with the financial system.

"Because it was pushed back so much and not rushed like they did with the finance one, people are a little more comfortable," said the anonymous staff member about the transfer.

"But people are still nervous . . . because it's our pay and our benefits going through that."

Ahead of 2020, NESCAC-wide voting summit convenes at Bread Loaf

By EMMANUEL TAMRAT
Online Editor

With the 2020 presidential campaigns heating up over the course of this school year, many students and staff at Middlebury are already thinking about how to promote voting within the campus community.

As part of this effort, the NESCAC Votes summit convened at Middlebury's Bread Loaf campus in Ripton during the last weekend of October. Designed in collaboration with the ALL IN Campus Democracy Challenge, a nationwide non-profit organization designed to help colleges and universities increase voter turnout, students and staff from eight of the 11 NESCAC schools gathered to develop strategies for the 2020 presidential election cycle.

As part of a tightly-packed two-day schedule, delegates from across New England participated in workshops, learned from peers at other institutions and reflected on ways to increase civic engagement on their own campuses.

The idea for the summit emerged during the summer of 2018 from collaborations between staff at Middlebury, Bowdoin, and the staff at the ALL IN Campus Democracy Challenge. This effort culminated in President Laurie Patton and Bowdoin President Clayton Rose issuing an invitation to other NESCAC presidents to participate in a conference-wide challenge, the goal of which is for each school to increase its student voting participation rate by 11 points to reach a 64% voting average in the 2020 presidential election.

President Laurie Patton stressed the importance of democratic participation in an academic environment in a statement to the Center for Community Engagement.

"Preparing students for engagement in the issues of our day is central to the educational mission of our institutions," she said. "NESCAC Votes is a meaningful partnership that allows us to build on our collective institutional strengths and collaborate to deepen civic learning and engagement within our individual campuses."

In one breakout session on college-specific data during the summit, participants examined reports generated by NSLVE (National Study of Learning, Voting, and Engagement), which is conducted by the Institute for Democracy & Higher Education at Tufts University. The reports broke down voting rates at each school by race, gender, academic major and other demographics.

The report for Middlebury's 2014 and 2018 midterm elections shows that although 51% of eligible Middlebury students voted last year, a large ethnic and racial disparity exists in voter participation. According to the report, 50% of white students and 44.2% of students of two or more races voted, but participation dropped to 35.0% for Hispanic students, 24.3% for black students and 20.8% for Asian students.

Participants at the summit reflected on factors that contribute to this disparity. One participant suggested reaching out to on-campus affinity groups and college resources — such as PALANA House and the Anderson Freeman Resource Center — to better understand the barriers that marginalised students face.

Although Middlebury's overall voting rate surpasses that of many peer institutions, the data is slightly misleading. Middlebury's overall voting rate jumped from 15% in 2014 to 51% in 2018, which is greater than a national increase in student voting from 19.3% to 40.3% in the same period, but this percentage also includes graduate students at the Middlebury Institute of International Studies in Monterrey (MIIS). Because of the data collection method used, which intentionally prevents NSLVE from receiving personally-identifiable information about students, the study cannot analyse data from the college without including MIIS.

During the summit, participants also discussed ways in which faculty can better engage with politics in their classes and contribute to a safer campus climate for all students. One person said that professors should closely consider the language they use in political conversations. Instead of expressing complete neutrality, professors should prepare to facilitate a political discussion in case one arises during a class. Many students recalled experiences in which professors avoided engaging with politics in their classes, which students felt was unproductive because every subject has public and civic relevance.

Participants also discussed technical barriers to voting that students face, and ways to better address them. Students at NESCAC schools often reside out of state and wish to vote in their home states, which presents logistical challenges for volunteers at registration drives. Nearly one-third of Middlebury College voters voted absentee or by mail in 2018, and many students are also unsure how to navigate the absentee voting process.

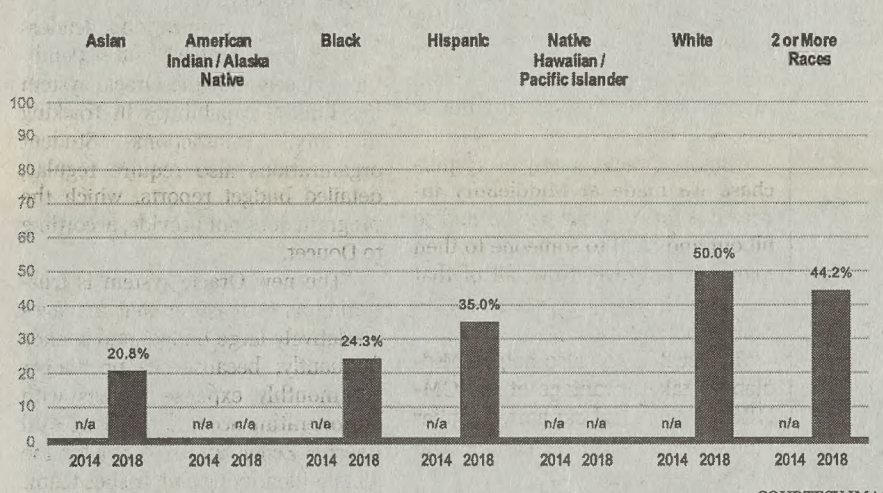
Ashley Laux '06, program director at the Center for Community Engagement, said that she plans to continue to support student leaders working to promote campus culture of voting and help students navigate various absentee ballot systems.

"MiddVote and the CCE will continue to lower technical barriers to voting by sharing information about voting laws and processes to students," Laux said in an email to The Campus. "I hope that more central campus processes can include encouragement to register to vote or request absentee ballots."

On day two of the summit, students divided into breakout groups for peer-led discussions and reflected on the goals, strategies and organizational structures central to their on-campus voter engagement efforts. Questions such as, "Do the members of your group mostly hold similar or different identities than you?" provoked discussion on the importance of including diverse identities in get-out-the-vote efforts. Students also highlighted weaknesses in their respective on-campus efforts and identified solutions to remedy them.

"My biggest take-away from the event is that we can all do our work better with a strong network," Laux said. "I learned so much from students, staff, and administrators at Middlebury and the other NESCAC schools. I hope to continue to be in touch across NESCAC as we all work to strengthen our democratic engagement efforts in the lead-up to the 2020 election."

Participants left the summit having developed an action plan for their schools. As one of its long-term goals, students at MiddVote hope to demystify the voting process and stress the importance of civic participation by developing resources for professors and students alike.



COURTESY IMAGE
A chart from the National Study of Learning, Voting, and Engagement study detailing voting rates at Middlebury by race.

COURTESY PHOTO
Vanessa Ruiz spoke about the backlash she faced for pronouncing words in her accent, as well as the benefits of diversity in journalism.

News anchor briefs on identity and bilingualism

By ZEKE HODKIN
Staff Writer

Arizona PBS news anchor Vanessa Ruiz, who made national headlines in 2015 for her accented pronunciation of words in Spanish while serving as broadcast anchor, visited Middlebury this week to share her unique experience as a reporter. Ruiz gave a lecture, "Speak American: How A News Anchor Became the News," on Monday, Nov. 4. She also visited with students interested in media and communications careers at the Center for Careers and Internships, and ate with a cohort of students and faculty members from the Luso-Hispanic Studies Department.

In her lecture, held in the Rohatyn Center for Global Affairs, Ruiz recounted her ascent to a nightly co-anchor position in the major television market of Phoenix. It was there that Ruiz faced racially-charged attacks for her on-air pronunciation of Spanish words, including the names of nearby towns, like "Mesa" and "Casa Grande." The packed audience on a Monday afternoon included Spanish majors, professors and students interested in journalism.

Ruiz was born in Miami and raised in Colombia until the age of five. She entered the field of journalism in college in 2001, taking an internship with Telemundo, a global Spanish-language television network based in Miami. From there, Ruiz worked as a foreign correspondent in Nicaragua and Venezuela, where she covered Hugo Chavez's last presidential election. She returned to the United States as a reporter for the local NBC news station in Los Angeles.

Ruiz noted that in each site with a large Hispanic population, she was able to speak in her native accent without question.

"Growing up and living in cities like Los Angeles and Miami, you really are in a bubble – a multicultural bubble," she said.

It was only once Ruiz arrived at KPNX or 12 News, the local NBC affiliate in Phoenix, that she faced criticism for her pronunciation of certain words. After just one month on the job, local viewers hurled insults at Ruiz on Twitter. One user wrote, "I turn in to watch a newscaster, not a mariachi." Another viewer suggested in the tweet that Ruiz be deported, adding, "She isn't American she has no right to be here no matter how much some corporation paid for her."

Ruiz was offered the chance, by her bosses and co-anchor, to respond on-air to the acerbic commentary about her. On live television, Ruiz offered a rebuke of her critics.

"Some of you have noticed that I pronounce a couple of things maybe a little differently than you're used to," Ruiz said. "I do like to pronounce certain things the way they are meant to be pronounced."

Following her response, Ruiz received support from local and national political figures, including Phoenix-area State Senator Martin Quezada. Quezada tweeted that "our news is now more mature, culturally accepting and accurate. How is that a bad thing?" The New York Times and BuzzFeed picked up the story and ran articles on Ruiz's response to the contention she received.

The Phoenix community was also grateful that Ruiz decided not just to respond to backlash, but to stay at the news station too: they thanked her for not leaving.

"What does that say about a community, when they have to tell you 'thanks' for not leaving?" She answered her own rhetorical question at the talk: "They had been feeling repressed, antagonized, attacked for so long."

During her lecture, Ruiz attributed her desire to respond and her upstanding demeanor to the pride she has for her identity. Acknowledging the privilege she experiences as a "fair-skinned" Latina, Ruiz told students that she felt the need to stand up for Hispanics in the Phoenix area, a city whose population is roughly three-quarters white, according to Census data.

Ruiz now reports for the PBS NewsHour West, based out of Phoenix, as well as Arizona's PBS station, which is owned by ASU. She is also a professor at ASU's Walter Cronkite School of Journalism and Mass Communication, where she directs their Borderlands program.

Ruiz says she tries to do news "the good way," by aiming to diversify the newsroom and encourage more bilingual students in the classroom to follow their professional goals.

"I look at bilingualism as an asset, nothing less," Ruiz said.

Attendee Lila Sternberg-Schur '21.5 read about Ruiz in professor Brandon Baird's Hispanic Linguistics class last year. "Having the opportunity to hear Vanessa talk about what she'd experienced in person really brought the story to life and made it more tangible," she said.

In a hearty question-and-answer session at the end of Monday's lecture, Ruiz answered questions about her identity and her experience in journalism.

At one point in the Q&A, Ruiz spoke about the role journalists play in 2019, and how to write with one's identity in mind.

"I still believe that I'm not the news – I shouldn't be the news. At the end of the day, facts are facts," she said.

However, she said that having diverse journalists engaged in the newsroom is essential.

"It's up to us to bridge those gaps, and bring people together who may come from different backgrounds, different perspectives, and different experiences," she said. "It's not an easy muscle to flex, because it takes courage to be that person always raising your hand. But if we don't do it, who will?"

Bundle's 'Memorable Dishes' series connects community, food and story

By CHARLOTTE CRUTCHLOW
Contributing Writer

Students, professors, and local residents gathered in Bundle — a pop-up event space in downtown Middlebury — to kick off a new storytelling series hosted by Middlebury Underground last Friday, Nov. 1. This storytelling series, aptly titled "Memorable Dishes," offered hours of stories and free "local bites" sourced from nearby farms and organizations. "[Midd Underground] has long wanted to host a moth-style storytelling event of this kind," said Lisa Mitchell, fine dining chef, culinary event producer and one of the program's organizers. She had been envisioning the appeal of a storytelling evening about the various lives of people in Middlebury.

The goal of these events, according to Mitchell, is bringing the community together around storytelling, which is "an intimate kind of connection."

A brainstorming group, consisting of Bundle manager and creator Kelly Hickey, community member Matt Laux, and Mitchell herself, chose food as the topic of the stories. The challenge? Participants were tasked with sharing their "best five-minute tale" about food. In a note to the storytellers, Midd Underground described food as "fuel, culture, religion and customs." Food was chosen as the topic because it can forge connections among people, the ultimate purpose of the storytelling series.

"[Food] connects us all and evokes so many sense memories, traditions, and stories of origin," Mitchell said.

Becky Strum and her husband, parents of a Middlebury graduate, heard about the event both in a local newspaper and through word of mouth in the nearby community. According to Strum, the idea of food and stories seemed "extremely appealing" to both of them. This sentiment was shared by over 100 other guests, whose energetic conversations filled the room as they swarmed the table filled with organic vegetables, cheese and even a selection of homemade breads and sauces.

Nearby residents weren't the only attendees. Natalie Figueroa '18 currently works in Middlebury's admissions office and enjoys interacting with this close-knit community in which she lives. She arrived at the event in order to hear her co-worker speak, but stayed for the food and conversation. Students of the college, families, and even professors attended this storytelling series emphasizing the importance of community at Middlebury and how the connections that exist between these people can be strengthened by food —both of the physical and the written variety.

The stories shared were "evocative and powerful," Mitchell said. Themes of forging connections with others through cooking, embarking on culinary adventures and embracing the comfort of a familiar dish emerged throughout the night.

Storyteller Laura Thomas spoke of the day she worked with an elderly alzheimer's patient to make pickles — and how, although the finished product was nearly inedible, the experience cheered and motivated the patient. Annette Franklin revealed that she learned to cook Ethiopian cuisine to welcome an adopted member of her family who hailed from the country. Doug Engell recalled a "lobster feast to remember," the final, beautiful meal he shared with his family following his wife's diagnosis with liver cancer.

Other speakers shared tales of adventure and risk. Gretchen Ayer talked about a coworker's comical battle with a seemingly-unswallowable piece of octopus sashimi. Becky Kincaid spoke of a delicious meal she shared with members of a friendly Kurdish village, which incidentally landed her, gravely ill, in a Turkish hospital. Andy Mitchell gave detailed accounts of the outlandish foods he has consumed from chipmunks to insects. He also described a particularly memorable banquet of excess research specimens in Greenland that included priceless caviar and narwhal steaks.

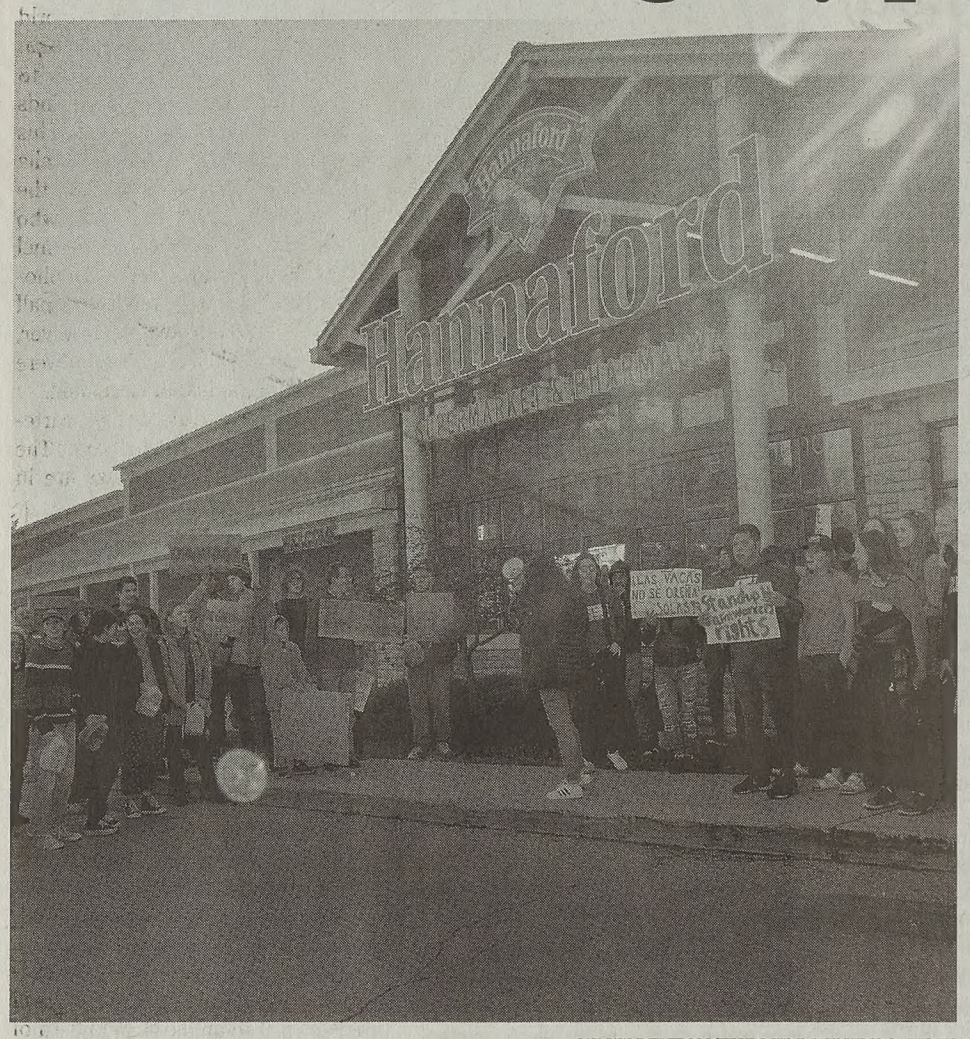
Some storytellers spoke fondly of a favorite food. Jesse Gilette praised the special "doner kebab" that can only be found in Berlin and whose flavors are unreplicatable in any other location — even the esteemed Great Bazaar. Anna Sun spoke of her love-hate relationship with her father's special salt-duck recipe that required the dead animal to dry, hanging, for three months alongside the family's laundry. And Jess Danyow gushed about popcorn, the perfect bitesize snack that she enjoys as she reads novels and escapes from reality.

Mitchell's story was a particularly special one. As a young woman living in Boston, she decided to seize an opportunity to pursue her dreams of becoming a professional chef. Soon, the excruciating training and "hazing" from other chefs began to take their toll, but she refused to give up. With the unexpected help of a seasoned, tough-as-nails ex-con, she improved her knife skills and cooking techniques. She even threw "dinner parties" with her new friend. Mitchell noted that this man used cooking as an escape from his difficult past. Although she doesn't keep in contact with him today, she wishes him well and will always be grateful for his aid and support. Mitchell's story was the perfect culmination to the night, including elements of connection, risk-taking and true love for food.

Midd Underground is looking forward to offering this series on a quarterly basis. They have many ideas "in the works," according to Mitchell. News regarding the theme of the winter installment is expected soon.

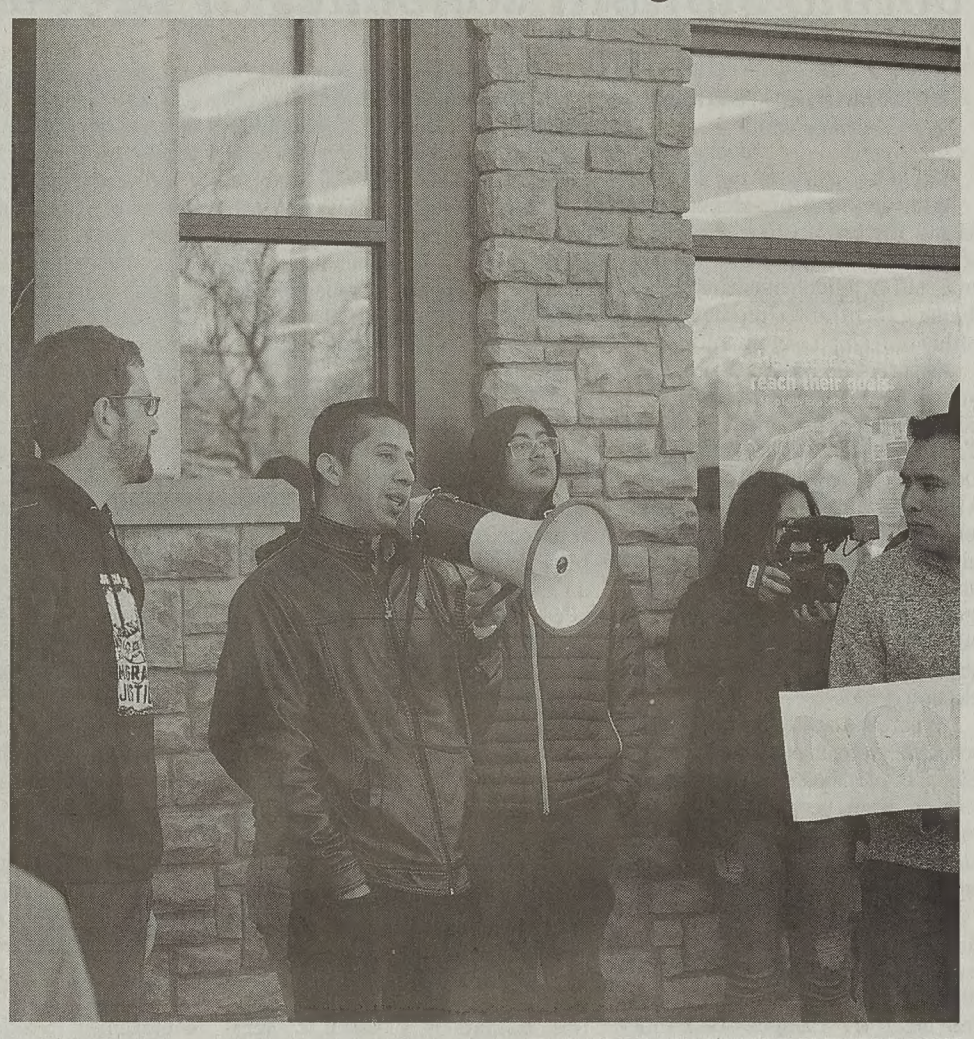
COURTESY PHOTO
Lisa Mitchell addresses the crowd gathered in Bundle at Midd Underground's new storytelling series.

Milk with Dignity pushes for *leche justa*



BENJY RENTON/THE MIDDLEBURY CAMPUS

Demonstrators conveyned at Hannaford on Route 7 at 1:30 p.m. as part of the Milk with Dignity protests.



EMMANUEL TAMRAT/THE MIDDLEBURY CAMPUS

Jose Ignacio, a dairy worker in Addison County, addressed the protest attendees.

Continued from Page 1

in 2017. In June of 2019, Migrant Justice launched a campaign calling on Hannaford, a major dairy buyer with nearly 200 stores throughout the northeast, to join the Milk with Dignity Program.

Should the supermarket agree to join the program, it would only buy its milk from dairy farms that agree to follow the Milk With Dignity Code of Conduct, which includes "adequate breaks, time off, paid sick leave, humane and safe staffing and working conditions and fair housing." These farms have to comply with Milk with Dignity Standards Council (MDSC) monitoring to ensure their adherence to the code. They must guarantee that their workers have unfettered access to MDSC complaint mechanisms and worker-to-worker education about their rights. In order to not place undue financial burden on the already-struggling Vermont dairy industry, Hannaford would pay an extra premium to farms to support wage increases. The supermarket would also "sign a legally-binding agreement that defines the program as an enforceable contract under law," according to the Migrant Justice website.

A 2014 survey of nearly 200 Vermont dairy workers conducted by Migrant Justice showed that 40% of workers receive less than the Vermont minimum wage, 40% have no days off and 20% have their pay illegally withheld.

Both Euleterio and Ignacio said that workers on their farms share cramped, cockroach- and rat-infested quarters without privacy. Roommates often work different shifts and wake each other up as they leave and return from work.

"You can't rest. You can't sleep, which is so difficult in a job where you're working with large animals every day, and you have to be on your toes," Ignacio said.

According to the Migrant Justice survey, 15% of Vermont dairy workers "live in overcrowded housing" and 15% "do not have eight consecutive hours off, per day, to sleep."

Ignacio said that only the common room and kitchen of his living quarters have heat, so that when workers do have the opportunity to sleep, they must do so in freezing cold rooms during the harsh Vermont winters.

Migrant Justice's survey found that the housing of 15% of Vermont dairy workers has inadequate heat.

"We had to build our own beds. Some farm workers are just sleeping on a pallet that they put there and covered with a mattress," Ignacio said.

Euleterio said the workers labor under dangerous working conditions without proper protection. "We want protective equipment so that when we are working with dangerous chemicals that we know are bad for our health, we will have sufficient training and protection to keep ourselves safe," he said.

"We are all here today to invite Hannaford to join the Milk with Dignity program to make these abuses the thing of the past and to bring about a new day for human rights in the dairy industry," Ignacio said.

Eleuterio expressed his frustration with existing actions relating to the campaign. "We have sent letters. We have emailed. We have called the CEO of Hannaford, but without response," he said.

At Saturday's protest, members handed two assistant managers of the Middlebury Hannaford a letter to the corporate headquarters in Maine inviting the chain to join the program. The Hannaford employees declined to comment on the protest.

Undeterred by the possibility of continued inaction on the part of Hannaford, Jose Ignacio said, "We are going to remain united, fighting for this program until we get a response."

Charged up: Vermont sees rise in electric vehicle ownership

By **BENJAMIN GLASS**
Local Editor

Last summer, New Haven resident Taborri Bruhl, along with his son, drove 10,000 miles across the continental United States and back. The catch? They did it in a fully-electric Nissan Leaf. Instead of lifting gas pumps day after day, Bruhl mapped out electric charging stations across the country, which led them across Pennsylvania, the Midwest, up into Nebraska, down to Las Vegas and up the Californian coast. They completed a 10,000 mile round-trip in 44 days, and proved that a cross-country drive is possible in a fully electric vehicle (EV).

"In a few years, it will be easy to drive across the country in an EV," Bruhl said. "My son wanted to do it now, when it is still difficult."

Bruhl's pioneering spirit is representative of the larger enthusiasm that has enveloped the budding electric-vehicle industry. In general, EV ownership in Vermont is on the rise. Just over 1,000 electric vehicles were registered in Vermont in October 2015. As of July, The Vermont Department of Motor Vehicles has over 3,200 EV's registers in state. Chittenden and Washington County have the highest EV ownership, with 78 and 70 EVs per 10,000 people, respectively. Addison County ownership is at 52 EVs per 10,000 people.

In towns across Vermont, including Middlebury, residents regularly attend workshops and clinics on electric vehicle ownership. Last Wednesday, Oct. 30 around 50 community members attended an EV workshop put on by Acorn Renewable Energy Co-Op. Among the speakers were Dave Roberts of Drive Electric Vermont, Taborri Bruhl, and Suzy Hodgson and Ben Marks of Acorn Renewable Energy. In a later interview, Roberts said that Drive Electric Vermont has been running workshops on electric vehicles for seven years.

"Folks [in attendance] are usually environmentally-conscious and early-adopters of new technologies," Roberts said. "However, we are seeing more people who are just interested in electric vehicles, and those being driven by the economics." Roberts cited spiking gas prices in recent years as reasons for the increase in public interest in alternative-fuel sources.

Yet, there are still plenty of setbacks with electric vehicle ownership. A 2019 report by the Vermont Public Utility Commision listed three major adoption barriers including, "...the price of new electric vehicles, the perceived limited distance that an EV can travel on a single charge, and the limited availability of public charging locations." Roberts said that his priority is giving people information to make their own decision on whether or not EV ownership is right for them.

"Our goal is that people have the facts," he said. "We are EV advocates, and of course we want more people driving electric cars. But we also realize that buying a car is probably the second or most expensive thing they will buy in their life." At the workshop, Roberts highlighted federal-level financial incentives for an EV purchase, as well as the growing availability of fast-charging stations across the United States. Bruhl mentioned tools like Plugshare that he relies on to find charging stations on extended trips.

Roberts also brought up specific concerns with electric vehicles in the northeast.

"The most common Vermont-specific concerns are performance in cold weather and the amount of traction and ground clearance," Roberts said, adding that cold weather conditions can reduce electric-charge by 20–40 %. "If you live on a dirt road in the country or a steep road, people [want to know] what models will just get them home. We continue to struggle with good options for people in those situations."

Although Bruhl's experiences with electric-vehicles have been great, he says an EV won't always align with everyone's lifestyle. "If you're just driving in town, EVs are great," Bruhl said. "But you if you want to travel in an electric vehicle, there's a lot to figure out." Bruhl said things like being comfortable with computers, operating and finding charging stations and understanding electric-charging rates are all important in operating an EV. However, he estimates a tipping point in the EV industry soon that will make EV ownership simpler.

COURTESY PHOTO

Taborri Bruhl of New Haven purchased a Tesla Model 3 in April 2019. He now owns one of over 3,200 electric vehicles registered in the state of Vermont, a 220% increase in ownership since October 2015.

BENJY RENTON/THE MIDDLEBURY CAMPUS

EV charging stations are scattered across the state. According to plugshare.com, there are 8 electric-vehicle charging stations in the town of Middlebury, including one on Middlebury College's campus (pictured above).

Sheldon Museum exhibit conjures Middlebury's forgotten spirits

By LUCY TOWNEND
Copy Editor

The Henry Sheldon Museum celebrated its exhibit, "Conjuring the Dead," with an array of spooky festivities on the night of Wednesday, Oct. 30. Among the hair-raising activities were fortune telling, tarot card readings, dream interpretations, ghost stories and a live music performance by Middlebury College students.

"I thought it was perfect to do this right before Halloween," said resident Gretchen Ayer, who attended the event with her children and their friends. One of her favorite activities involved the dollhouse on the ground floor, where she and her guests collaborated in creating their own murder mystery.

Attendees also enjoyed having their dreams interpreted by dream analysts, an activity that can serve as a form of therapy and a way to unlock hidden emotions. The most popular event of the night, however, involved ghost stories. Around a glowing orb in the upstairs bedroom, attendees shared their spookiest tales.

One such ghost story involved the former location of a used bookshop in town, which used to be housed in an old storage center by the railroad tracks. Workers would hear whistling in the basement while they were supposedly alone, or would find books thrown onto the ground upon opening the store. It was later discovered that the storage facilities had not only had several deadly fires, but that they also once held dead bodies before the bodies were transported to morticians.

Ethan Mitchell, another attendee, shared his ghost story about a night he spent in a burial mound in Europe. "I really think that the idea of gathering together to share stories fills a need in this community," he said. "This is something that Middlebury has been missing."

COURTESY PHOTO

Community member Gretchen Ayer and her children and friends (pictured) play with a ouija board.

Wednesday night's event was a celebration for "Conjuring the Dead: Spirit Art in the Age of Radical Reform," an exhibit curated by Eva Garcelon-Hart, the Sheldon Museum archivist. The exhibit originated with the spirit photography of Solomon Wright Jewett (1808–1894), a resident of Weybridge who became enamored with the spiritualist movement. Jewett's spirit photographs include images where he appears to be visited by spectral figures of historical importance, such as George Washington and Prince Albert. The exhibit also includes a letter in which Jewett accurately predicts that Sheldon would die in 1907.

"I still get shivers when I read it," Garcelon-Hart said. Jewett died exactly 125 years before the night of the event, a strange coincidence; Garcelon-Hart did not know the date of death before planning the event.

Spiritualism was a part of several radical reform movements that took hold in Vermont and the United States in the late 1800s. Women such as 19th century spiritualist Achsa Sprague gained prominence in this era, with many becoming advocates for social reform and participating in events such as the 1858 Rutland "Free Convention." The exhibition included letters and pamphlets distributed by these women.

"The exhibit is kind of unusual because of the unusual aspects of historical documents," Garcelon-Hart said. "It shows what people were interested in during certain points in history." The exhibit also features one of Garcelon-Hart's favorite pieces, a religious chart created by William Miller. Miller founded the Millerism religion based on the second coming of Christ in the mid-19th century. By studying the Book of Daniel and creating this chart, he predicted that current life and the current world would cease to exist on October 1844.

Upstairs, the exhibit includes 18 original drawings created by friends of Jewett, Wella P. Anderson and his wife, Lizzie "Pet" Anderson. Wella was a spiritual artist who drew the figures that would visit Lizzie, who was a medium who could channel spirits. The drawings were then photographed and circulated as small cards (carte-de-visites). However, the photographs in the Sheldon were never photographed or circulated.

"Other museums only have carte-de-visites," Garcelon-Hart said. "The only other original drawings are in Scotland."

"The collection is just a snapshot of the amazing objects that relate to this county in Vermont," said Associate Director Mary Manley. "They tell a wonderful story." Manley has been involved with the Sheldon for the past 21 years.

"The Sheldon has outstanding town archives," said Danielle Rougeau, Middlebury College archivist and president of the Sheldon Museum Board of Trustees. "They are remarkable, and every bit the caliber of anything they have at Middlebury."

When asked how Middlebury college students can get involved, Silvia Gonzalez, a member of the board of trustees, had a few ideas. "Visit, for one," she said. "Become familiar with the collections, and volunteer." Museum intern Taylor Rossini '20 added that students can access the Sheldon town archives for no charge.

Board member Lucinda Cockrell emphasized the sense of community on which The Sheldon focuses. "We'd love for people to come and visit," Cockrell said. "This is their community museum as much as it is ours."

LUCY TOWNEND/THE MIDDLEBURY CAMPUS

Museum board members Silvia Gonzalez, Lucinda Cockrell and intern Taylor Rossini '20 dressed up for 'Conjuring the Dead,' an exhibit featured last Wednesday at the Sheldon Museum on Mill Street.

LUCY TOWNEND/THE MIDDLEBURY CAMPUS

'Conjuring the Dead' included a shrine to 19th century Weybridge resident Solomon Wright Jewett, who was a well-known spirit photographer at the time.

Planapalooza seeks input for newest town planning efforts

By BENJY RENTON
Senior Local Editor

What do we want in downtown Middlebury? How can we make it a place where everyone feels comfortable? These are questions that the Town of Middlebury's Planapalooza aims to answer. Planapalooza is a part of the Middlebury Downtown Master Planning project, an initiative led by the Middlebury Planning Commission and Town Planner. The lead consultant and facilitator for the project is Town Planning and Urban Design Collaborative (TPUDC), a firm that works nationwide and is based in Franklin, Tenn.

From Nov. 7–11, community members will have the opportunity to participate in multiple events, designed to solicit input for the master plan for the downtown area. These four days can be considered what has been called a charrette process — an intense period of design or planning activity. "We're trying to focus people's attention on visual renderings and maps to get them thinking about how their vision translates to paper," said Middlebury's Director of Planning and Zoning Jennifer Murray. "What they start with the first night should look substantially different to the last night if everyone is participating."

When the urban design consultants are in Middlebury, they will be holding a variety of hands-on events to involve community members in the process. These include three presentations: an opening talk on Thursday, Nov. 7 from 6–8 p.m. in the town offices; a public pin-up and review presentation on Saturday, Nov. 9 from 5:30–7 p.m. at the Congregational Church in town; and a closing presentation on Monday, Nov. 11 from 6–7:30 p.m. at the Town Hall Theater. In addition to these main events, there will be three focus group meetings on stormwater, multimodal transportation and sustainability scattered throughout the weekend. Community members can also attend open studio hours throughout the four-day period in the Bundle space on 51 Main St. All events are open to the public.

Compared to some other towns in Vermont, Murray said Middlebury has a healthy urban growth. "Our efforts are mostly focused on infill development — creating bridgework in the town and filling in individual spaces with additional potential," she said.

At the end of the four days, all stakeholder groups will help produce recommendations for the town's master plan. Visual renderings and an illustrative master plan map will form the basis for attracting developers to downtown Middlebury.

Murray emphasized the fluid nature of the planning process and the need for community input.

"We don't want to look like Winooski. We want to look like Middlebury," she said. "But what does that mean to people?"

Murray also drew attention to the role college students play in the community, as the tagline of the project is "making a place for everyone." "This is your chance to make a difference," she said.

SCHEDULE FOR PLANAPALOOZA™

THURSDAY NOV. 7TH

6:00pm–8:00pm – Opening Presentation
Municipal Offices– 77 Main St, Middlebury, VT 05753

FRIDAY NOV. 8TH

9:00am–10:00am – Stormwater focus group meeting (public) **Location** – Bundle, 51 Main St

10:30am–11:30am – Multimodal Transportation focus group meeting (public) **Location** – Bundle, 51 Main St

SATURDAY NOV. 9TH

10:00am–11:00am – Sustainability/Resiliency focus group meeting (public) **Location** – Bundle, 51 Main St
4:30pm–5:15pm – Storytelling: Memories of Downtown
5:30pm–7:00pm – Public Pin-Up & Review Presentation
Location – Congregational Church, 2 Main Street

MONDAY NOV. 11TH

6:00pm–7:30pm – Closing Presentation
Town Hall Theater – 68 S Pleasant St, Middlebury, VT 05753

OPEN STUDIO (OPEN TO PUBLIC)

November 8th 12:30pm–7:30pm
November 9th – 10th 9:00am–7:30pm
November 11th 9:00am–12:30pm
Location – Bundle, 51 Main St

COURTESY PHOTO

The Town of Middlebury encourages all students to attend the events as part of Planapalooza this weekend. Community input will be essential to planning the future of downtown Middlebury, according to town officials.

THE MIDDLEBURY CAMPUS

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More information about the paper and its submission policies can be found online at www.middleburycampus.com.

The opinions expressed by contributors to the Opinions section, as well as reviews, columns, editorial comics and other commentary, are views of the individual contributors and do not necessarily reflect the opinions of the newspaper. The Campus welcomes letters to the editor at 250 words or less, or opinions submissions at 800 words or less.

Dear staff, from the editorial board

Last week, we published a story about efforts among facilities staff to unionize. The article gave an overview of last year's workforce planning process, as well as the movement on the part of many of you to create a union in the wake of that process. It referenced a broad swath of your experiences as Middlebury employees, both during workforce planning and in your everyday working lives. As student journalists, we're grateful and honored that you shared those experiences with us. As ordinary Middlebury students, we're incredibly troubled by what those experiences suggest.

In particular, we're troubled by the obvious and deeply upsetting disconnect between the thought and effort you put into constructing our day-to-day lives here and the ways in which the administration treated you throughout the workforce planning process. We're saddened that, as a work environment, Middlebury has lost the "family feel" it once had. And we're also aware of (not to mention profoundly apologetic for) our own roles in taking away that feel, whether it be through a general attitude of disrespect or larger, more direct offenses, like recent Atwater damages.

But above all else, we're concerned by your repeated allusions to "voicelessness." Again and again, you spoke about an inability to vocalize your frustrations and concerns. You expressed feeling like there aren't effective lines of communication between yourselves and the administration, or the broader institution. Feeling like, throughout a process that determined the fate of your livelihoods, you were "left in the dark."

We want to be clear: in no way do we think that kind of voicelessness is OK. We want you to know that, just as you support us — at all hours of the day, all over campus and in ways we will never fully be able to appreciate — we support you. We also want to extend an offer. The Campus might be a "student newspaper," but it isn't just a newspaper for students. We'd like to publish more stories like last week's. We'd like to continue to hold the administration and student body accountable for what are, as often as not, the less-than-satisfactory ways in which you're treated. We'd like to open up our pages — as widely and in as many different, vivid ways as possible — to your concerns and experiences.

Our inbox and office are always open. Because after last week, we hear you. Or, maybe more accurately, we'd really, really like to.

editorial

The editorial represents the opinion of the Middlebury Campus editorial board.

What we talk about when we talk about guns

Gun control has been a hot button issue for the past decade. With the 2020 election looming on the horizon, conversations surrounding gun control can feel like a dime a dozen. And while it is important to have those difficult conversations, it is equally important to do so correctly. With what is often a lack of proper knowledge surrounding the issue and a lack of proper use of terms, it becomes incredibly easy for conversations to become muddled.

The most common mistake made by both the media and the general public is misidentification of what a "mass shooting" actually is. Anytime there is any shooting anywhere and someone gets hurt, people seem to cry "mass shooting." Those instances are both horrifying and traumatic, but those aren't technically "mass shootings." The Justice Department doesn't consider an instance a mass shooting unless three or more people, excluding the gunman, are shot *and* killed in a single episode. Most people (including some media platforms) use the Gun Violence Archive's definition: Four people, excluding the gunman, must be shot in a single episode. While at first glance this distinction might seem trivial, it actually takes the number of mass shootings from 283 between Jan. 1, 2019 to Sept. 1, 2019 (reported by CBS as of Sept. 1, 2019) to 32 (reported by the New York Times as of Aug. 3, 2019). The disparity in information and numbers makes communication difficult and unproductive, making the possibility of effective and agreeable legislation even more unreasonable. It's therefore hard to formally prosecute offenders of any public shooting because, as a nation, we've yet to provide a legal definition for the term "mass shooting."

Discussions become even more confused when talking about the guns themselves. When talks of gun control arise, progressives start with the necessity of banning of "assault weapons." This is problematic, if only because the term "assault weapon" has no real, technical meaning. Some state legislatures have gone so far as to create their own definitions. The state of Connecticut defines assault weapons as "selective-fire firearms capable of fully automatic, semi-automatic, or burst fire at the options of the user." According to Connecticut's definition, all "semi-automatic" means is that one bullet is released each time the trigger is pulled and the gun also performs all the necessary tasks that prepare the gun to fire again should the trigger be pulled a second time. The term semi-automatic thereby applies to a wide variety of fairly benign firearms (i.e., many hand guns traditionally used for self defense), in addition to damage heavy guns like the AR-15. Blanket definitions like these make it hard to get gun enthusiasts and hunters on board with current proposals for gun control. The problem of vague definitions is made worse by the fact that they're not standardized; for example, Virginia defines an assault weapon as any weapon with a magazine capacity greater than 20 rounds. This obvious disconnect between states does not set national gun legislation up for any sort of success. If local legislators themselves can't even agree on what terms mean, how can we, as a nation then agree on any sort regulation pertaining to those same terms?

Often, when people refer to "assault weapons," they really mean assault *rifles*. Assault rifles are mostly used by military and police forces. The technical definition demands that a gun of this status has "fire reduced-power ammunition and can fire in either automatic or semi-automatic modes." Notably, this definition excludes the AR-15. If that sounds familiar to you, good. The AR-15 is the firearm that has been used in most of the higher-profile mass shootings like Sutherland Springs, or the Las Vegas Strip, or at Stoneman Douglas High School. The AR-15 is not classified as an assault rifle, and it shouldn't be; the gun only has semi-automatic capabilities. "AR" does not stand for "assault rifle" or even "automatic rifle." It stands for Armalite Rifle. It is because of its classification that Democrats in Congress push for such severe regulations on guns in general. And I understand that. However, those severe regulations often also require the banning of handguns and hunting rifles. The ownership of both hand guns and hunting rifles are legal in legislation other than the second amendment. Clearly, the definitions we have are not serving us properly. Given the disparity in the types of guns designated the semi-automatic label, it may be useful for us to technically differentiate between those weapons capable of mass destruction and those best served for self-defense and hunting capabilities.

I've seen guns serve to destroy, to aid and to protect. I've seen them used for sport and art. They are not bad. Dangerous in their nature only if used improperly and not regulated by those who promised to serve and protect. People should be able to use and own certain types of guns within the confounds defined by the law. Self defense via using a gun is legal, so long as the amount of force used is "only the amount of force reasonably necessary to fend off the attacker," according to Criminal defense lawyer Lauren Baldwin. Hunting largely relies on the use of firearms, and is legal (to certain extents). Gun control is a complex issue that deserves time and meaningful discussion. Please argue, discuss, disagree and object but do so with nothing less than the proper knowledge in hand.

notes from the desk

***Max Padilla '22** is The Campus' senior photo editor.*

To college staff:

Editors' note: Editors involved in reporting last week's story about the unionization efforts were not involved in creating, editing or publishing of this op-ed.

notes from the desk

***Nora Peachin '21** is one of The Campus' news editors.*

We, as students, stand in solidarity with you in your unionization efforts. We see great potential for a union to address many of the recent concerns you've voiced — low wages, unpredictable schedules, a lack of communication, voicelessness — concerns that deeply disturb us.

According to an article published in The New York Times, declining union membership in the U.S. since the 1960s has contributed to increased income inequality and lower wages. Today, union workers now earn an average of 30% more than non-union workers in similar jobs.

We understand, however, that some staff members have important reasons for not wanting to unionize; fears, for example, of losing their current benefits. With this in mind, we want to emphasize that we stand with you in whatever routes you choose to pursue — union, or not — to better your livelihoods.

We hope that other students feel similarly strongly about supporting staff efforts, in whatever forms those efforts may take, to improve your working conditions and gain a stronger voice on this campus. There are students listening for ways to support you, who want to hear your stories and your hopes for this job. We also encourage our peers to go beyond listening, to be active in finding ways to contribute, whether it be holding meetings, writing petitions or letters, organizing protests or participating in other acts of solidarity.

You should not be alone in this.

Signed,

***Sarah Asch '19.5**, Senior News Editor*
***Hannah Bensen '21**, News Editor*
***Riley Board '22**, News Editor*
***Ellie Eberlee '20**, Senior Opinions Editor*
***Rain Ji '23**, Layout Editor*
***Jack Kagan '20**, Sports Editor*
***Elsa Korpi '22**, Arts & Academics Editor*
***Lily Laesch '23**, Layout Editor*
***Nora Peachin '21**, News Editor*
***Amelia Pollard '20.5**, Digital Director*
***April Qian '20**, Senior Arts & Academics Editor*
***Emmanuel Tamrat** '22, Online Editor*

Have opinions of your own you want to share? Send your op-eds, pitches or ideas along to eeberlee@middlebury.edu!

What makes us Middlebury?

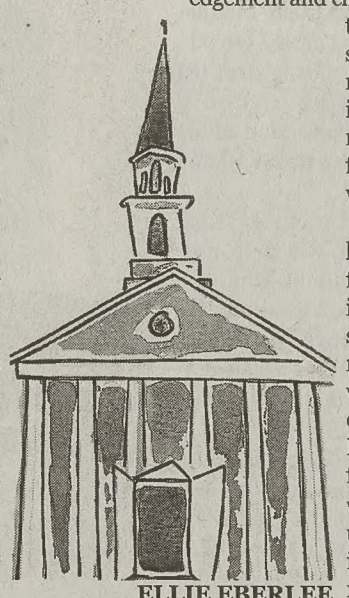
What makes us Middlebury? What is it? For the last four years I've felt it and I know it. It's not a single thing or a special event or basketball (which was the case at the institution where I went to school) or even the incredible beauty of our surroundings here. To me, what makes us Middlebury is our relation to each other, which can grow over four years and often lasts a lifetime. What makes us Middlebury is how we live together in times of challenge and times of celebration. How we will live together moving forward must reflect the best of our past traditions while evolving to acknowledge the realities of the present and our hopes for Middlebury's future.

Today, I write to all of you about the process of How We Will Live Together (HWWLT), the comprehensive review of Middlebury's residential experience with the goals of:

- Helping us understand one of the major systems that influences our community
- Identifying how this system contributes to what is uniquely Middlebury
- Committing to grow in areas where we need to evolve

I want to thank our Community Council for raising this question — how will we live together? — and for reminding me that this is a question we should ask ourselves earnestly and often. In spring 2018 a group of students, staff, and faculty, led by Professor Rob Moeller and Dean Derek Doucet, took a deep dive to answer this question through surveys, focus groups, and interviews with members of the community. This was immediately followed by an external review led by four colleagues from: Carleton College, Connecticut College, Kenyon College and Rice University. The final recommendations describe a pathway to living and growing together in the 21st century.

Our students (you) have told us and we have heard clearly that you want to live in close community; appreciate the support of your student residential life staff and deans; seek a more engaged, connective, and fun social life. Recommendations to improve and build on our strengths for the future include maintaining first year student residential communities and the four-year student relationship with deans; centralizing residential life into one office to increase communication and support. The final set of recommendations also emphasizes our need for providing consistent and professional support for student staff including raising their compensation.



ELLIE EBERLEE

We also heard your concerns about growing need for support, equitable access to programming, and resources across the residential system that extends beyond the first year. Space dedicated to students or lack of it, also plays an important role in our shared experience. While we might not have a perfect answer, we can only begin to address them through acknowledgement and change. As we develop the plans for a new student center and a new residential hall in relation to Battell renovations, your feedback and input will be essential.

Lastly, we have heard students' call for engaged learning experiences and supportive academic relationships both within and outside of the classroom. Recent Gallup data from 2019 confirm what you have told us. You are looking for mentorship, research and capstone projects, and experiential learning opportunities, including internships. We are committed to supporting all of you and keep your aspirations at the heart of Middlebury. While no changes are being made to our first-year seminar program, including housing first-year seminar classmates together in community, we are asking our faculty colleagues to reimagine and assess some of the ways we have learned together in the past. Vice President for Academic Affairs and Dean of Faculty Sujata Moorti will be engaging faculty during the remainder of the 2019-2020 academic year to explore ways for faculty to engage with students outside of the classroom. Community Council will have open sessions to gather students' ideas on their expectations and interest in faculty engagement.

In my time here I have come to realize that what makes us Middlebury is us, and our ability to ask questions that matter, to adapt, and evolve in ways that bring us closer and enable a community to thrive. We are and have always been a dynamic institution that evolved and grew to meet the needs of our students. On the path ahead we will nurture a living-learning community based on the best of our traditions and the best work we can do to ascertain what we aspire to become in the future. This is how we will live together, now.

SLG corner

This recurring column will feature updates from SLG. This week's column comes from ***Vice President for Student Affairs and Dean of Students Baishakhi Taylor.***

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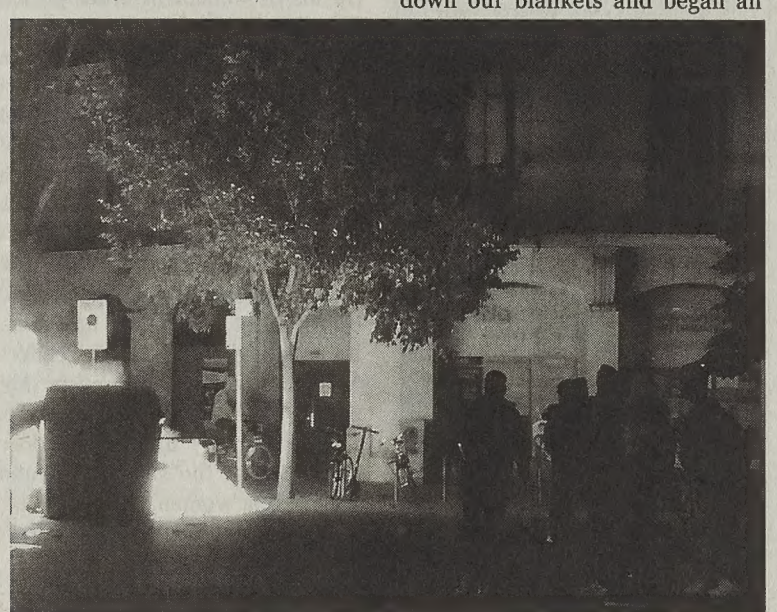
Becca Berlind in Barcelona

foreign correspondent

Becca Berlind is a member of the class of 2021. She is studying in Barçelona, Spain for the fall of 2019.

I often wind up at the mouth of the Mediterranean on Sunday nights. The 30 minute walk from my apartment to Mar Bella beach was the first route I memorized. As someone who scoffs at google maps but has possibly the worst sense of direction ever, this was a symbolic feat. Despite leaving a permanent trail of sand through my cramped apartment, my weekly chats with the sea have become grounding rituals and have marked my time in Barcelona.



COURTESY BECCA BERLIND

My first Rosh Hashanah away from Vermont, I ate apples and honey at the beach. When a friend visited last month, I insisted we plunge into the ocean before catching the last train home. And, it has become my preferred place to call my mom, meet new friends, or star gaze.

I spent my first night at the beach during La Mercè, a week long festival that celebrates Catalan culture and traditional art. As one of three international students at Eolia Conservatory of Dramatic Art, La Mercè was the perfect introduction to Barcelona. Celebrating with my Catalan classmates gave me a deep appreciation for my temporary home, a city that is bursting with culture and beauty.

After watching a dance show outside the Arc de Triomf and scarfing down a plate of *patatas bravas* — crispy potatoes and aioli (in other words, my current replacement for Grille fries), my class headed to Mar Bella. We put down our blankets and began an obligatory "get to know you" round of Spanglish "never have I ever." But after several *calimochos* (a surprisingly tolerable combination of cheap red wine and Coca Cola), the conversation turned more serious. My classmates' love for Catalonia is contagious, but they also fear for its future and the state of democracy in Spain.

Catalonia has a complicated political history, fraught with oppression and cultural silencing. As Spain's financial crisis has pushed Catalonia into debt, the desire to secede has become urgent. Catalonia generates tremendous revenue for Spain (at least relative to its size) and many feel that the partnership between the region and the country is unequal. In 2017, Catalan Seperatist leaders held an independence referendum, and 90% voted to cut ties with Spain. However, the referendum saw low voter turnout, and was deemed illegal by the central Spanish government. Madrid imposed direct rule over Catalonia, and protest erupted in response. In 2017, nine Catalan leaders (charged for rebellion, sedition and misuse of public funds) were detained for pre-trial. My classmates explained that this was a breach of laws protecting free speech. Thus ensued a fight to defend democracy in Spain, rather than simply an argument over Separatism.

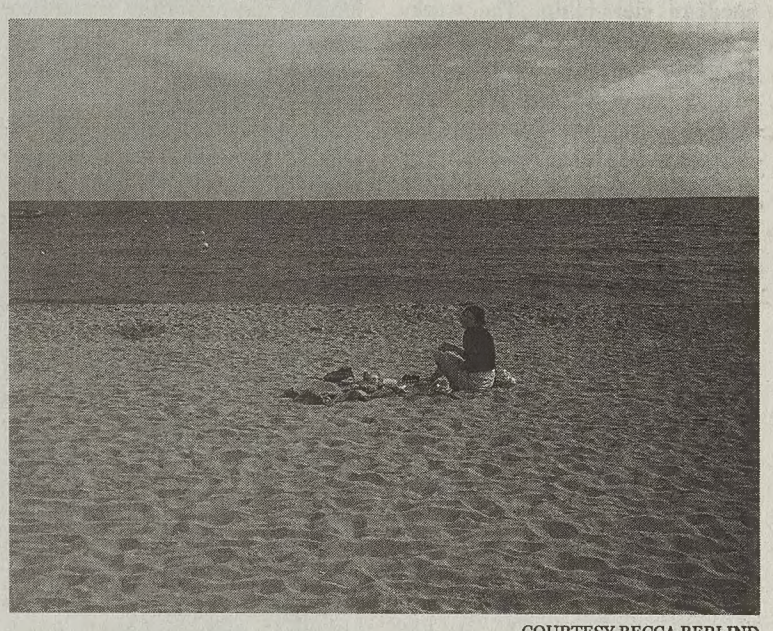
Several weeks ago, the nine Catalan leaders were sentenced to 100 cumulative years in prison. The news broke during my Monday morning Shakespeare seminar. Mentally, I had left class 15 minutes prior and was silently rehearsing a scene for my *next* class. I snapped to attention when news alert pings dominoed through the classroom. Democracy had been challenged and Barcelona's political climate would change indefinitely. Protests began immediately, rendering my internal scene study trivial. Classes halted the 72 hours preceding a general strike. Students led the movement, staging demonstrations on an unprecedented scale. That week trash cans burned around my block, as marching continued through the night and helicopters flew overhead.

With classes canceled, I had time to fill. I protested with my classmates, at their request. But I also drank coffee with international friends, among whom the political crisis became background noise. Inhabiting these two seemingly different worlds has been confusing, and raised questions about my role as a foreigner. Though a fight for democracy is at the heart of the movement, it feels complex to march along seas of Catalan flags, far from the security of home. Still, disengaging from the conflict is impossible when smoke spirals toward my window and sirens scream through the night.

The beach became eerily quiet the week of heavy protesting. I wish I could say the silence has given way to profound personal discovery, or that a higher calling has led me to fight for democracy and change. I haven't settled on anything that concrete yet. But, I have come to realize that outside isolated communities (like Middlebury) there is no place for apathy.

To enjoy Catalonia's beaches, I must also try to understand the needs of its people.

My class celebrated our friend's birthday at Mar Bella last weekend. The scene echoed the night of La Mercè, and it momentarily felt like life had returned to normal since the sentencing. But in the midst of political revolution, there is no "normal." The protests *have* altered the quality of life in Barcelona. Though the political current of the city has become less predictable, I still feel constantly grateful to be here. Catalonia's beauty warrants a fight. Although I still don't have answers about my personal role in the struggle right now, I do know my heart is with the Catalan youth who are brave, ready for change and willing to fight for it.



COURTESY BECCA BERLIND

CARTOON

THIN ICE by ARTHUR FURNISS

So I got a C on the essay.
Oof. I'm sorry to hear that.
But you know what? I've decided that there are much bigger problems facing this world than grades.
Oh?
In fact, it is my belief that grades are a societal construct created by the government to distract us from global warming!
Or maybe, I don't know, we're actually supposed to be learning things?
YOU'RE ALL INDOCTRINATED! EARTH IS MELTING! RESIST THE SYSTEM!
Dude, you literally take thirty minute showers.
TIME! ANOTHER SOCIETAL CONSTRUCT!

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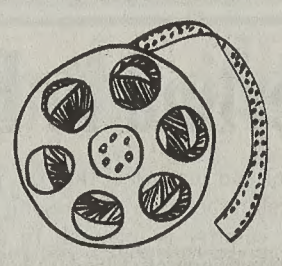
Reel Critic: "Bojack Horseman" Season VI



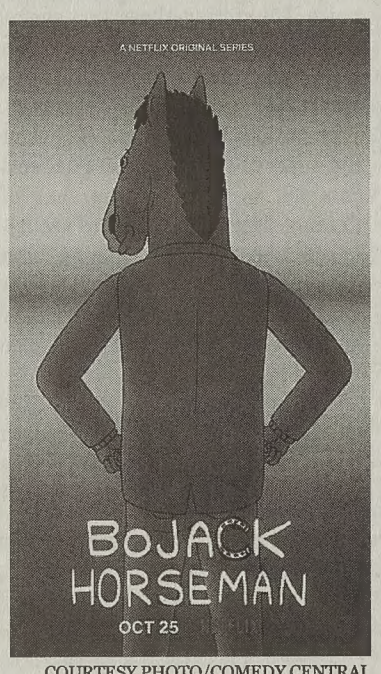
By OWEN MASON-HILL
Staff Columnist

"Bojack Horseman" is a show so wholly unlike anything else being made today that it demands immediate viewership. The wacky, zany and often nonsensical show, birthed from the insatiably creative mind of Raphael Bob-Waksber, uses the boundless medium of animation to discuss what is not often discussed honestly: ourselves. The human condition is constantly commented upon, yet somehow this show about an animated horse seems to be the closest to capturing the spirit of life of any show currently airing. The final season of the show has been split into two parts, each containing eight episodes. "Bojack Horseman" season six part II will be released January 2020.

Season six picks up right where it left off, reflecting on Bojack's (Will Arnett) lowest moment, when the destructiveness of his alcoholism and drug-abuse spilt over to those he held closest. Bojack built his fame in a Full House-esque sitcom called "Horsin' Around" wherein he played parent to a daughter played by actress Sarah Lynn (Kristen Schaal). As a child actress, Sarah Lynn fell victim to abuse like Bojack turned to a life of drug-abuse. While dealing with his own various self-abuse and drug-abuse problems, Bojack led Sarah Lynn on a wild bender that left her wordlessly passing away in a planetarium. In a show of constant chatter, where it is common to find characters speaking in precisely intricate rhyming sentences, this moment of silence stands apart. Bojack and viewers alike sat in stunned silence at the visual manifestation of his harmful ways, fully internalizing the pain of the moment. Sarah Lynn's death runs vividly throughout the season, imbuing each and every moment with the weight of this trauma.

At the end of season five, Bojack checked himself into a rehab clinic for his alcoholism and drug-abuse, and though he finds himself flourishing in the clinic community, after six months of treatment he finds himself fearful of re-entering the world he once knew, where the strength of his will would be the only thing keeping him from returning to his self-destructive ways. Unlike previous seasons, which looked back on the past with reminiscent idealism, season six looks at the present as a manifestation of the past, and uses it to try to reconcile with the enormity of Bojack's' prior mistakes.

In many ways, season six follows Bojack on his ascension of the 12 steps of Alcoholics Anonymous, first trying to understand the locus of his alcoholism, last trying to make amends with himself and with those around him. With every new episode, viewers are greeted with some earlier rendition of Bojack's first drink, attempting to find the moment that propelled him in his downward spiral. First, it was after catching his father cheating on his mother with the secretary, then we are told his first drink occurred even earlier, after finding both of his parents passed out after a party, and finally it falling on a later date, when he drinks



COURTESY PHOTO/COMEDY CENTRAL

to cope with the stress of being the face of a popular sitcom. Yet it doesn't matter which scenario is in fact his first drink, because it is precisely the fact that each drink was precipitated by trauma that is understood to be the problem. Alcohol is often used to treat one's inner trauma, yet it often results in a myriad of more troubling and destructive situations.

In order to pass step eight of Alcoholics Anonymous, one must make amends to all the persons harmed through the course of alcoholism, and during the course of the season Bojack attempts to seek out all the people in his life who have been affected by his illness. Bojack has always blamed his illness on those around him, using the generous spirits of those who care for him as stilts to keep his head above water, yet now he understands that, in raising himself up, he was also pushing them down. By blaming his alcoholism on others, Bojack continually denied himself change, for substantive change can only come from within. Change is difficult and real change harder still. In seeking out the objects of his abuse, Bojack is constantly greeted by woe and regret. Season six reminds Bojack that the past cannot be rewritten and one simply cannot change what has already happened. He can only beg for forgiveness and hope to retain some of what he once had.

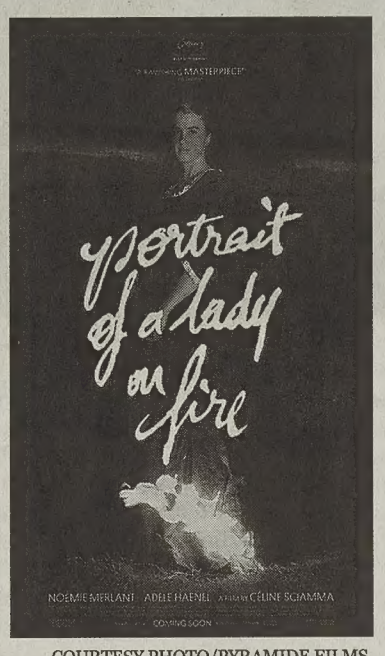
Part I of season six strikes at the epicenter of Bojack's alcoholism, treating both himself and the viewer through therapy and rehab. "Bojack Horseman" remains one of the few shows that can find its characters delivering a 30 second lyrical rhyming summary one moment and a deeply heartfelt and pathetic monologue the next. There simply isn't any show quite as outlandish in its methodology, yet it challenges even the best dramas to match is empathetic appeal. "Bojack Horseman" season six finds Bojack struggling for genuineness in his remorse and forgiveness in his friends. Sobering up, both literally and spiritually, is extraordinarily difficult and no show allows its character to fail quite like "Bojack Horseman" does. With part II around the corner, fans of the show, much like the characters within it, sit in a state of gleeful anticipation and sorrowful dread for what the future holds for Bojack and his friends.

Reel Critic: *"Portrait of a Lady on Fire"*

By NINA NG
Contributing Writer

"Even though it's idealized, it felt pretty real."— Donovan Compton '23

In the best of ways, this film brings us back into a simultaneously dreamy, yet dreary world of reimagining sexuality in our society. Director Céline Sciamma orchestrates a gorgeous French historical drama in "Portrait of a Lady on Fire." Brought to the college by the Hirschfield Film Series on Nov. 2, "Portrait" reinterprets the Greek myth of Orpheus and Eurydice, tugging at your heartstrings in a



COURTESY PHOTO/PYRAMIDE FILMS

mixture of wry humor, beautiful cinematography and tender shifts in understanding love. In the best of ways, leads Marianne (Noémie Merland) and Héloïse (Adèle Haenel) dance around each other in a passionate performance.

"Portrait" takes place within the 18th century through the memories of Marianne, an artist both teaching and posing for her class, advising students as they sketch her. Emotions begin to run high as a student brings out a portrait of a woman by the sea, garbed in a burning blue gown, painted by Marianne herself. The eponymous painting "Portrait of a Lady on Fire" transports Marianne back to years prior, starting with her journey to the memory.

Here, the story begins to unfold on a tumultuous boat trip to a remote island, where she is commissioned to paint a wedding portrait for a notoriously uncooperative subject, Héloïse. Vehemently opposed to being married off, Héloïse thus refuses to sit for a portrait and is introduced to us in sombre rigidity, eyes cloudy and cold. Thus, as Marianne masquerades as her companion on the island, hoping to familiarize herself with her features so as to paint in secret, viewers are guided through the fascinating push and pull of forces that join and sever the duo. Albeit a definite exaggeration of the autonomy of femininity, the stark contrast of this narrative from portrayals of women in other period films is refreshing.

Merland and Haenel encompass the subtle beauty of their relationship in the little details that shift with their bond. Growing past the stiffness, we are introduced to Héloïse the blues of her eyes grow warm with mirth, dark with passion and unreadably pensive as the film progresses. Likewise, Merland captures the role of the brooding, impassioned artist as she renders Marianne with a full honesty that engulfs her in the performance. As the memory unfolds, so does the depth of the story — beyond the leading women, "Portrait" examines forms of female empowerment.

Through tongue-in-cheek humor at the desperation to be unburdened with fulfilling traditional familial roles, independence is a driving force as the film chronicles the trials of Sophie, a maid, trying for an abortion with the aid of Marianne and Héloïse by her side. It's almost wacky — between watching the trio try remedies such as pushing Sophie to sprint to watching a group of women chant as Marianne and Héloïse battle feelings across a hearth, the multidimensionality of empowerment is highlighted in their agency. You are greeted with a new sense of love; Companionship, art and community are highlighted as Sciamma strays from the conventions of recapturing individuality.

Visually, the film stuns as characters traverse a background of blues evolving through coldness and warmth in conjunction to the shifts between Héloïse and her mother. Set on the cliffside, the manor adopts a pensive aura with walls of blue, slivers of mahogany sconces cleverly designed to hint at warmth. Candlelight flickers at every corner, adding to the ambiance and solitude that amplifies every emotion in their rawness. "Portrait" hits its stride with its aesthetics as viewers are easily immersed in a vignette of their universe. By displaying women of the time with a certain freedom that would never have been realized elsewhere, a new perspective is ultimately fostered in the audience as Sciamma revitalizes possibilities to define oneself within an era that leaves no room elsewhere to breathe.

Unpacking unemployment: Wolcott on the U.S. job market

By CLAIRE MOY
Contributing Writer

We've all been there — sitting hunched over your desk at an ungodly hour in the night, cramming for the second of three midterms that week, probably thinking: "I quit college."

Today, some of the richest and most famous people in the world do not hold college degrees: Michael Dell, Beyoncé, Oprah Winfrey. These are three compelling arguments for why it might be better to skip college, eschew $140K in tuition and spend your time building the next Facebook. For those of us who have regretted our decision to go to college or thought about dropping out, know that Assistant Professor of Economics Erin Wolcott has done research on this very idea. While her research doesn't "direct people to college or not to college," it does say something about the current population that does not go to college and what they're doing (or not doing) afterwards.

According to the most recent American Community Survey in 2016, more than one out of every five men who do not attend college — about 7.1 million individuals — do not have jobs. In other words, only 78% of this population is employed, compared to 90% in the 1950s. Why is there such a high rate of nonemployment — which includes both unemployed people who are actively seeking jobs and those who are not — for men without a college education? To answer this question, Wolcott looked at different causes of unemployment in America.

Supply and demand is the first concept we learn in economics; It illustrates the relationship between how much producers sell and how much consumers buy. Everything can be linked back to supply and demand. In the labor market, demand side factors affect how much businesses and employers are hiring (their demand for labor), as these factors transform what jobs are available and who is doing them. Wolcott's 2018 paper highlights the most common economic explanation regarding demand: "Automation and trade reduce[s] the demand for low-skilled workers."

Consider the General Motors (GM) and United Automobile Workers (UAW) strike, which lasted six weeks as company and workers negotiated wages and job security. GM workers feared for their jobs as the company made plans to close another factory and outsource to Mexico, where workers would provide the same labor for mere dollars. UAW workers are also fighting for security; Ssince 1975, the number of UAW employees has dropped from 1.5 million to 400,000, as tech decreased the need for assembly line workers.

Supply side factors, on the other hand, affect who enters the job market (the supply of workers). Wolcott writes: "Economists have traditionally pointed the finger at [demand-side factors]. More recently, economists have been blaming the supply side, such as growing welfare payments and better video games that glue more men to their couches." True, video games are vastly improving – take Fortnite as an example, which amassed over 4.3 million concurrent viewers on YouTube during its explosive Season 10 finale. Does this mean that unskilled men prefer to sit at home and play Fortnite all day than to get a job? Or examining the other supply-side culprit, unemployment benefits — maybe it is more profitable to get welfare and disability insurance.

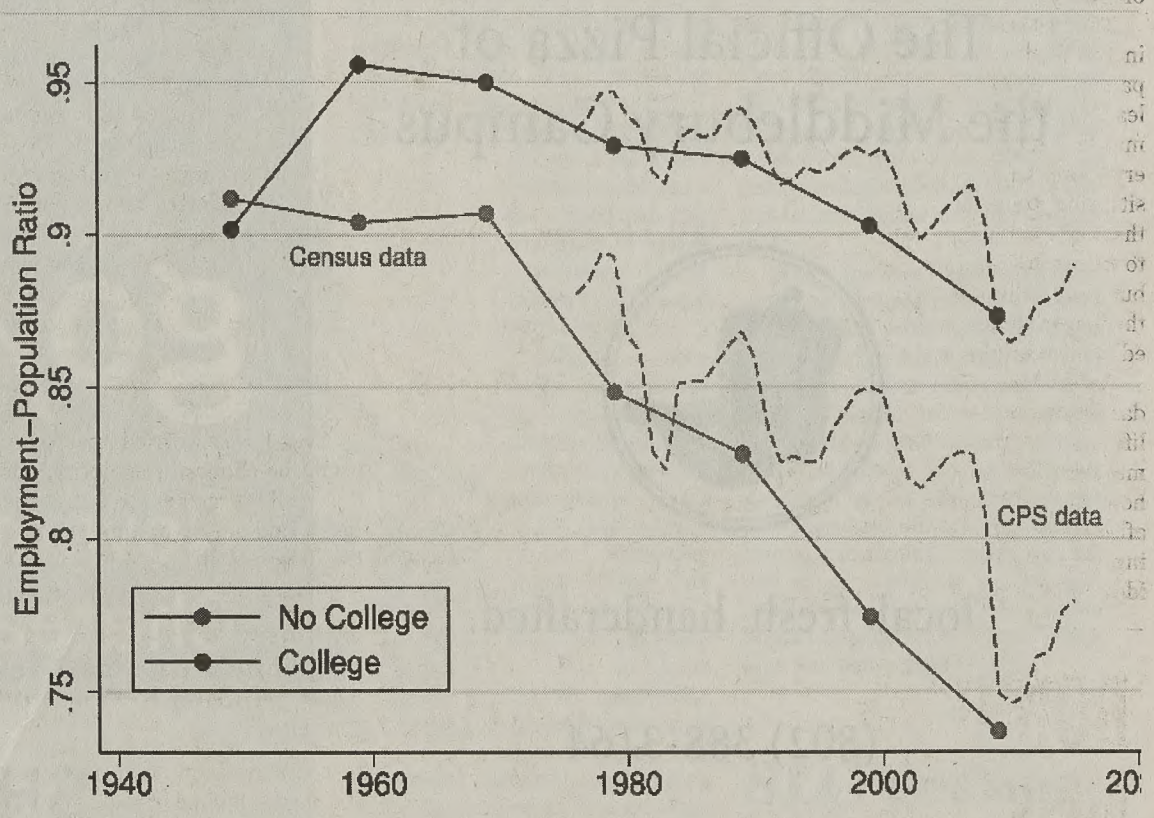
The last factor causing nonemployment are search frictions, which make it difficult to match the workforce with available jobs. An example of a search friction? Online job postings. As college students, LinkedIn, Handshake and Indeed.com can make it easier to find jobs. Many older or uneducated adults, however, may not know how to use these sites, making it harder for them to find jobs.

So, we have three possibilities for why one of five uneducated men aren't getting hired: (1) society isn't demanding these populations (demand), (2) they don't want to work (supply) and (3) new tech and resources are making it difficult to find work.

In her research, Wolcott built an economic model using employment, wage and other relevant data to encompass the three explanations for nonemployment to explore the extent of this causal relationship. She points to demand side factors — mainly tech and globalization — as the most significant reason for why so many unskilled men in America aren't working: "It's not because they're choosing to play video games on average over a great job opportunity but because there aren't job opportunities."

"This is the first step to understand what's going on," Wolcott said.

Inequality is on the rise in America, breeding resentment and political polarity, and it is important to understand why. The next step is to start thinking about policies. While we aren't about to become Luddites or stop global trade, economists have identified ways to bring people back into the job market, starting with education. Whether this will be making education cheaper, promoting vocational schools and apprenticeships or offering direct subsidies for specific institutions or courses, there are a myriad of potential solutions that will help make the labor market more inclusive and equal and bring millions back into the workforce.



Men, ages 25–54, excluding instituationalized. 'College' is one year or more.
Census (solid) demographically adjusted for age; matched–CPS (dashed).

COURTESY PHOTO/WOLCOTT, 2018

"The Bacchae 2.1" reframes otherness

By RAIN JI
Layout Editor

COURTESY PHOTO

"The Bacchae 2.1" is a reinterpretation of Charles Mee's 1993 interpretation of the 405B.C. Greek tragedy, "Bacchae."

Throat singing, multilingual monologues, aerial dance, hyperfemininity, hypermasculinity, Max Ernst aesthetics, blood, violence, sexual references and many more contrasting and disparate elements came together last weekend at the Mahaney Arts Center. The 90 minutes of Director and Assistant Professor of Theatre Michole Biancosino's interpretation of "The Bacchae 2.1" ran from Oct. 31 to Nov. 2 at Seeler Studio Theatre. The production starred Kevin Collins '20 (as Pentheus) and Marci Urban '22.5 , Cecelia Scheuer '21 and Zachary Varricchione '21 (all three as Dionysus), with music by visiting artist Neel Murgai and Ronnie Romano '20. Murgai looked to Hindu Shiva for inspiration while adopting different ragas and improvising throughout the show.

"Bacchae" was written by Euripides in the fifth century B.C. as a perplexing and disturbing study of the clash and struggle between wilderness and civilization. This Greek tragedy, along with other pre-existing texts, were appropriated and adapted into a new creation by Charles Mee in 1993. Mee's version incorporated much more violence and sexual reference while also adding layers to the discussion of the complexity of human nature. Gender relations, suppression, identity, dialectics and plurality all became subjects of interest to Mee.

Yet Biancosino made the play to, as she says, "a Bacchae 2.1a or 3.1." When she began working with the company on this rather messy play with "jarring juxtapositions," as she phrased it, Biancosino took it as a creative challenge to sort out how far they can go with some of the ideas dealt with in the play. She and the actors worked hard to fill the play with humanity while preserving its poetic nature. After all the creative and artistic additions to the play, the core of the show still lies in its discussion of otherness, which gives it relevance in any historical context.

The significance of putting on a show that discusses modernity, civilization and otherness is not trivial at the college. Biancosino believed that "The Bacchae 2.1" is inherently an acknowledgement to the people who don't fit in and to the otherness that barely has space at a "white institution that's known as a 'pillar of civilization.'"

The tone of Biancosino's "The Bacchae" was exactly that: She was careful, conscientious and creative with how to present otherness at the college in 2019. She started with tossing out the inflammatory parts in Mee's version and bringing in other voices, including works of queer writers and writers of color. These elements created a poetic and more comprehensive understanding of the world. Further, Biancosino purposefully made the connotation of the color orange ambiguous: A tainted and deceptive orange downplays its symbolism as the "Eastern color" used in Mee's interpretation.

The representation of otherness is detail-oriented, evident through how makeup was a means to showcase and discern various groups of characters. Stern blue suits with minimal makeup made Pentheus look "strict and conservative," while the women in the mountains have "whimsical and outgoing" looks to help establish their characters, said makeup artist Devon Hunt '23.

Further, Biancosino pondered how to bring otherness on stage in novel ways. Her most daring redesign was to use a multilingual approach including German, Spanish, Mandarin, Bengali, ASL and others. Indeed, what's a more Middlebury thing to do than showcasing students' linguistic talents? This was at times disorienting. As the Lavender Woman (Nuasheen Chowdhury '22) began speaking Bengali, evident gasps among audiences reveal how some felt utterly lost. But the value of this approach lies in its ability to force audiences to move pass literal meanings, and propel the audience to look at otherness in a uniquely Middlebury way.

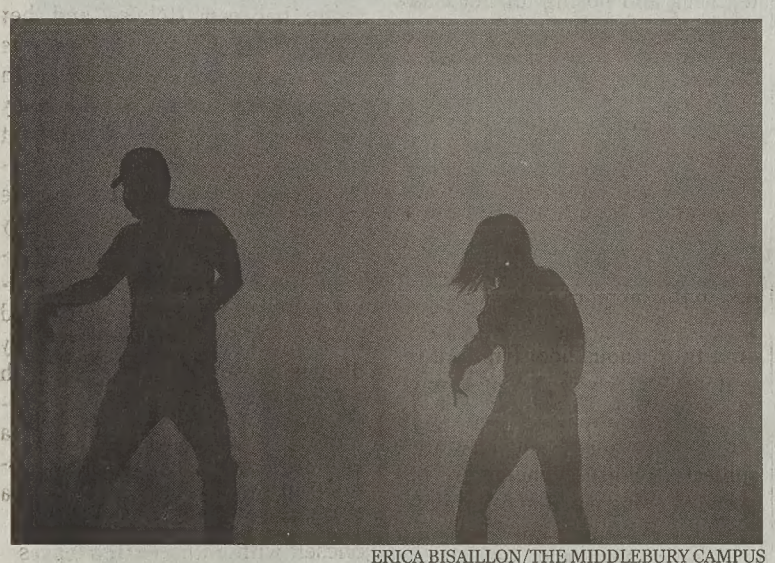
The actors were able to bring this complicated show together in a short seven weeks, and they each contributed their unique understanding of its message to the performance. Director Biancosino allowed a great deal of freedom for actors when exploring their characters.

"As an actor, I had to let go of my dependence on rationality and logic in order to fully engage with and find meaning in this play's poetic and visceral language," Gabby Valdivieso '20 (tattoo artist) said. In order to develop her character, she "explored the history of how women with tattoos have been perceived - from tattooed women put on display as sideshow attractions to tattoos not aligning with conventional ideas of femininity to feminist beliefs in empowerment and body ownership." In a similar way, Madeline Ciocci '20 (Agave) said her character "has a complete shift at the end of the play, where she gets primal and animalistic, and afterwards, she seems like a totally different person. She is much more real and raw at the end. In order to best present such a drastic shift, she is conscious of her postures, language and how she interacts with other characters.

The actors' diligent inputs led to commends among audiences. The intensity of the play left many in awe as they leave the studio. There was so much to grab the audience's attention and people were invariably drawn to different things: as some focused on the image of blossoming rose on the backdrop, some looked at the chatty Bacchae aside and others stared at the musician.

Bair Lambert '22, who played a supporting role in the play, said days before the play that he hoped audiences would walk out thinking "What the f**k!" I certainly felt that way, and many around me concurred. "The Bacchae 2.1" was not a narrative, nor a story, but an experience, an utterly intense one that impels deep reflections about otherness.

Evolution Dance Crew drop their masks



ERICA BISAILLON/THE MIDDLEBURY CAMPUS

Evolution's fall show, titled "The Mask Has Fallen," featured urban dance performances choreographed and performd entirely by students.

By EDYTH MOLDOW
Contributing Writer

Whether it be Darth Vader's ominous helmet or the mask we wish we could have worn to school in our awkward stages, we cloak ourselves in protective shields to hide what often scares us most: our authentic selves. At Evolution dance crew's fall debut, "The Mask Has Fallen," dancers and audience alike shattered our fronts to celebrate what's real: us, sans filter or any other tools designed to alter the original.

The crowd swelled in the lobby with each passing minute in the lead up to the performance. People were everywhere, anxiously positioning themselves by the doors to Wilson Hall to ensure not only entry, but also the best seats in the house. No one wanted to miss anything.

Asked about the role dance has played in her life here at the college, audience member Zoey Ellis '22 pointed out how the arts opportunities have affected her as an individual. "Being able to artistically express my ideas and support my friends as they create a world of their own definition is essential to my Middlebury career," Ellis said, beaming with anticipation.

Every seat in the house was filled. The show opened with a number titled "Mask Off," where a group of dancers moved as one and seemed to say, "sit a little farther up on the edge of your seat, you won't be falling asleep here." And grow weary we did not. Following the dazzling group piece, the audience was struck by a saturated background, glowing behind four silhouettes. Isolating their body parts in sync with the beat, these dancers became the music, their choreography precisely timed and incredibly sharp.

"Everyone has a mask they uphold. Everyone has a front we put up to fit in at Middlebury."

Samantha Paredes '20

Spirits rose with each piece, the whoops and hollers gaining volume with each new interpretation. Notable among these was a number about a third of the way through the show, when a cast composed entirely of women emerged onstage. Looking fierce and confident, the dancers seemed to empower one another and the audience members through a unified representation of how women should play active roles in uplifting one another. Their expressive choreography emphasized the importance of their presence on the stage — reaffirming the power of dance as an artistic outlet. Almost like a conversation, the all-women piece was followed by all men.

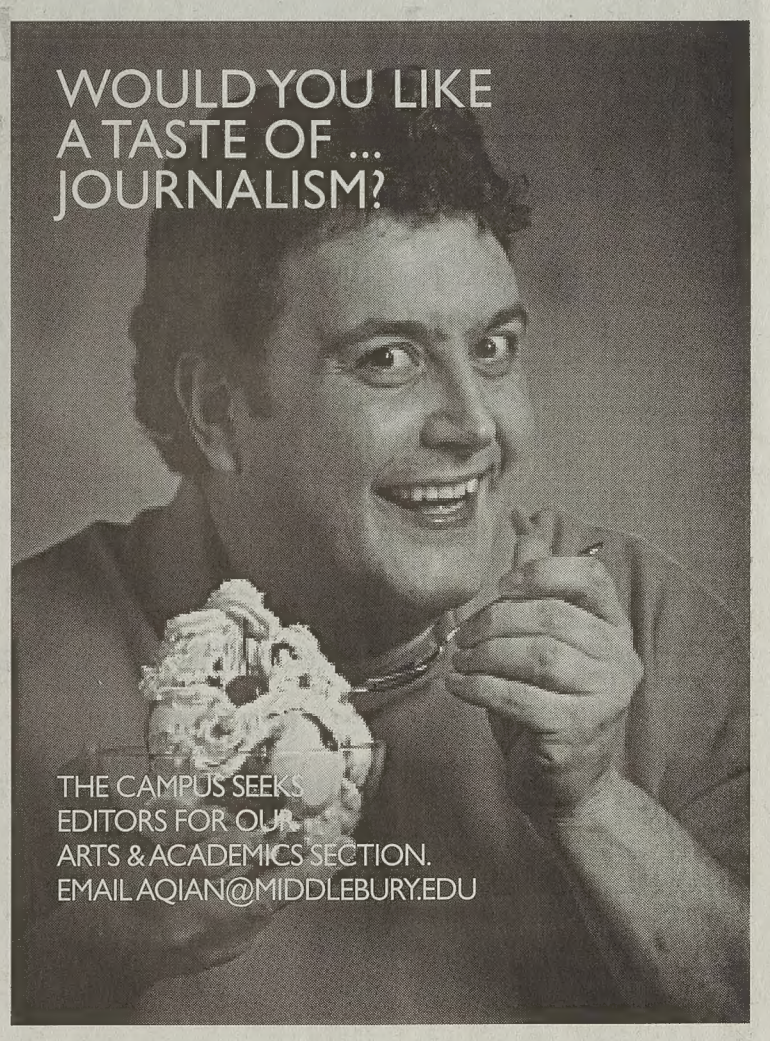
"Everyone has a mask they uphold. Everyone has a front we put up to fit in at Middlebury," said audience member Samantha Paredes '20. On the stage, however, these masks got lost in the music, in the movement and in the smiles rippling through the room. In context of these performances, the show's title "The Mask Has Fallen" can be interpreted as the emergence of the truth.

What is the truth, exactly? It could be recognizing the flaws in ourselves that we can work to improve or seeing who around us needs support. It could be something as simple as the stagnancy that comes with being too set in a routine, something that can be fixed by remaining open and exploring new opportunities.

"As a first year you never really know how people are going to interact with you in new spaces, particularly in established groups such as Evo. I was worried that there would be cliques or seniority, but that really turned out to not be the case," said new Evolution member Ev Berger-Wolf '23. "Everyone's been kind and encouraging," Berger-Wolf said.

After transporting the audience into an office-setting, where dancers dressed in white button-ups alternated between answering the rings of a phone and furiously scribbling notes, the show drew to a close. All of the dancers came together to perform a final hip-hop heavy dance on and in front of the stage, seeming to include the audience in their finale. The left-over light from the overhead disco ball dispersed with the crowd, and Wilson hall was left feeling a little brighter.

The mask has fallen indeed.



DON'T MISS THIS

NER Out Loud

This sixth-annual event features original prose and poetry from the New England Review literary magazine, read aloud by Middlebury College students from Oratory Now. Stay for the "s'more readings" reception with contributions from student magazines. For mature audiences. Free.

Friday 11/8, 7:30 p.m., Mahaney Arts Center, Dance Theater

Hirschfield International Film Series: "Buñuel in the Labyrinth of the Turtles"

In a stranger-than-fiction tale befitting the master filmmaker, Buñuel in the Labyrinth of the Turtles tells the true story behind a fascinating episode in cinematic history, utilizing sensitive performances as well as excerpts from Buñuel's filmography to present a deeply affecting and humanistic portrait of an artist hunting for his purpose. (80 minutes). Free.

Saturday 11/9, 3 & 8 p.m. Dana Auditorium

Airswimming

This dark comedy by Charlotte Jones is based on the true story of two women (Miss Kitson and Miss Baker), who have been incarcerated in a hospital for the "criminally insane" for having borne illegitimate children. Forgotten by their families and not released until the 1970s, Dora and Persephone adopt alter-egos, Dorph and Porph, to enact their fantasies and survive the silence of incarceration. For mature audiences. Tickets: $6.

Thursday 11/7, 7:30 p.m., Friday 11/8, 7:30 p.m. & 10 p.m., Saturday 11/9, 7:30 p.m., Hepburn Zoo

MiddCORE

May 30–June 27, 2020
Monterey, California

Round 1, Application due
November 17—save $500

We do this experientially. There's no textbook that's going to teach you how to solve the problems you'll be solving. Instead we are bringing in the top professionals from a host of industries to work with you hands on. It's what makes this program a lauchpad for a life of impact.

go/middcore

Cross country teams place solidly at NESCACs

BENJY RENTON / THE MIDDLEBURY CAMPUS

The Panthers' next challenge takes place on Saturday, Nov. 16, where both teams will compete in NCAA Regional Championships

By JORDAN HOWELL
Sports Writer

The Panther Cross Country teams are already off to a good start in the championship portion of the season. The men placed third, while the women placed fourth in their respective NESCAC Championship meets on Saturday, Nov. 2.

The top two finishers for the men were **Theo Henderson '20** and **Henry Fleming '20**. Henderson captured second with a time of 25:41.8. Fleming followed close behind coming in at 26:00.7 to pick up 10th place.

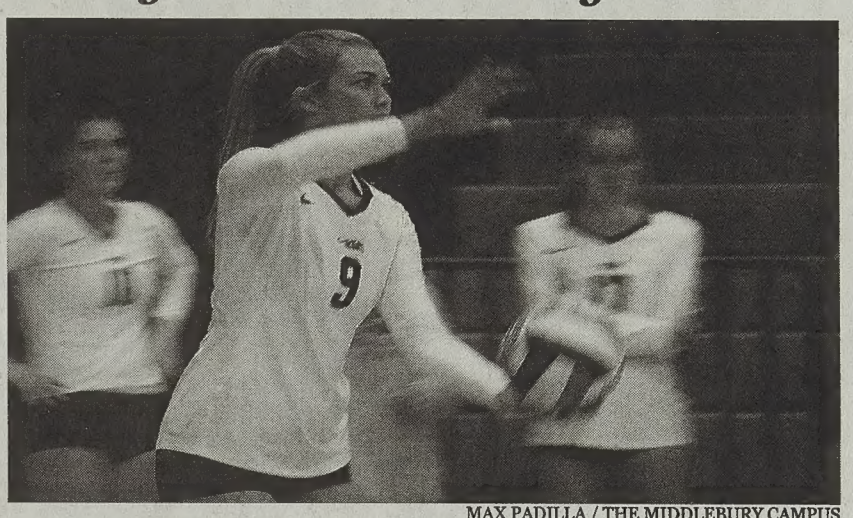
The top two finishers for the women were **Meg Wilson '20** and **Talia Ruxin '20**. Wilson grabbed 10th place with a time of 22:46.8. Ruxin came in right behind her in 11th place with a time of 22:47.1.

Ruxin commented on her team's performance. "The team had a strong performance at NESCACs," Ruxin said. "Every Midd runner ran considerably faster than five weeks ago on the same course!"

The Panthers' next meet will be the NCAA Regional Championships on Saturday, Nov. 16.

"The general feeling is that the best is yet to come," Ruxin said. "Coach Nicole Wilkerson has the training very dialed in for the final few weeks of the season. With her coaching experience and the team's positive energy, we should be primed for a great performance."

Volleyball sweeps weekend, ends regular season on high note



MAX PADILLA / THE MIDDLEBURY CAMPUS

Isabella Marcus '22 prepares to deliver a serve. In 14 matches played. Marcus has posted 0.97 kills per set.

By HEATHER BOEHM
Sports Editor

Women's volleyball closed out their regular reason with dominant play against conference rivals. The Panthers overcame Williams on the road in a five-set nail-biter on Friday, Nov. 1 and swept Hamilton on Saturday, Nov. 2.

"This weekend, the team came in with focus," **Chellsa Ferdinand '20** said. "After disappointing losses to Bowdoin and Tufts, we knew that defeat this past weekend was not an option."

Middlebury started off the match with a decisive first set. The Panther offense lifted themselves to a 25-16 win that gave them some momentum heading into the second. The Ephs showed resilience in the second set but were edged by the Panthers by two points. The close set gave the Ephs some hope going into the third and they were able to beat out the Panthers 28-26. The next two sets were just as tight. The women capitalized on a few Williams errors, and took home the win in the final period.

The Panthers built off of this triumph going into Saturday's contest with a 3-0 shutout. Middlebury slid past Hamilton by two points in the first set and eased by in the next two. **Maggie Wise '22** led the offense with 10 kills, while Captain **Gigi Alper '20** held up the defensive front with 16 digs.

"Our team has incredible potential," Ferdinand said. "We were resilient in the face of adversity. We all want nothing more than the best."

Volleyball's performances helped the women secure a spot in the conference tournament. Middlebury will fight for a chance to pick up a NESCAC title this weekend on the road against Amherst in a quarterfinal matchup.

Center for Community Engagement

Apply to be a College Access Mentor for High School Students at MUHS

Deadline: Sunday, Nov. 10 at 11:59 p.m.

MiddCAM is a one-on-one mentorship program that pairs Middlebury College student mentors with local high school juniors who are primarily first generation and/or low-income college applicants. Mentors guide their mentees through the college process by helping them coordinate standardized testing, come up with a college list, edit essays and personal statements, and by providing information about the college experience. Mentors are provided with training and support by the group's administrators, the Center for Community Engagement, and the Middlebury Union High School college counseling staff. We hope to share our experiences and offer support to the students in our local community during this uncertain and stressful time in their lives.

Please note: mentors must be available for one academic year (which means being on campus for spring, fall, and J-Term following being matched).

If you are interested in applying, the MiddCAM mentor application go link is go/middcamapp2019. The go link will automatically direct you to a Google Doc. You are welcome to download the document as a Word document, fill that out electronically and send it to edickerson@middlebury.edu or cam@middlebury.edu. You may also print out the form and return it to the Center for Community Engagement. Contact cam@middlebury.edu with questions.

Design Your Midd Studio: Odyssey Planning

Date: Friday, Nov. 15 at 3:00-4:30 p.m. in the CCE Living Room

What do you want to DO? What do you want to BE? What do you want to BECOME? You are in your "Odyssey Years" – these important years are where you discover who you are going to be as an emerging adult. This Studio workshop will teach you to outline how to create and explore your own alternate futures! We'll teach you how to think like a designer, and build a life you love AT and AFTER Middlebury.

In this studio, you'll:
- Create thoughtful visions of your future
- Share your visions with your classmates
- Imagine how to create prototypes of your ideas
- Get feedback that helps you further clarify your plan(s)

Volunteer with the Pushback Program to Help People with Parkinson's

Dates: Tuesdays at the Middlebury Recreational Department and Thursdays at Eastview from 1:00-2:00 p.m.

Pushback is a supported exercise program for people with Parkinson's Disease. People with PD need extra support for meaningful exercise and when they get it, they are super grateful, feel better, move better, and have a better quality of life. Volunteer exercise partners are essential to Pushback! As a volunteer, you will help provide 1:1 support to players, offer encouragement, and aid coaches throughout the class. It only takes a little bit of training to become a partner and it is super beneficial to both participants and volunteers. Classes are held at the Middlebury Recreational Department (154 Creek Rd) on Tuesdays and at Eastview (100 Eastview Terrace) on Thursdays at 1:00 p.m. for an hour. It is great exposure for students in the health sciences and psychology fields. For more information please contact Molly Tobin at mtobin.smcvt@gmail.com.

Volunteer for the HOPE Holiday Shop

Various Dates
HOPE (Helping Overcome Poverty's Effects) is looking for students to volunteer to help out at their annual Holiday Shop. The volunteer can help with organizing clothing, decorating and setting up the shop, and more. See below for specific dates:

- Friday, Nov. 15: Help with setting up tables
- Saturday and Sunday, Nov. 16 and 17: Help decorate the shop
- Monday, Nov. 18: Help set up the shop (e.g. organizing clothes)

Other things that need help from volunteers for the weeks leading up to the Holiday Shop opening:
- Set out boxes of donations
- Distribute tree tags
- Organize books onto bookshelves

Donations such as teen items, household gifts, books, toys, clothes, and games are also welcome. Students interested in volunteering can sign up for shifts by contacting Kate Selby at kselby@hope-vt.org or receptionist@hope-vt.org.

Center for Careers and Internships

University of Rochester Center For Health + Technology

Location: Rochester, N.Y.

Term: Full Time Job

Deadline: Nov. 15, 2019

Looking for a self-starter with independent research experience who demonstrates familiarity with videoconferencing technology, web design and marketing, writing, and scientific literature review. Successful applicants will demonstrate a diverse skill set, adaptability, and an aptitude for independent and team endeavors alike. Conduct in-person and remote study visits for research projects involving the use of technology (including smartphone apps, wearable sensors, and passive monitoring systems) to assess neurological disorders. Collect and analyze data, submit abstracts to and attend conferences nationally, and draft and edit manuscripts.

World Trails Network

Location: Puntarenas Province, Costa Rica

Term: Winter

Deadline: Nov. 15, 2019

The Sendero Pacífico is a grassroots project initiated by a group of local community members in the Bellbird Biological Corridor of Costa Rica which aims to create a collection of free-access hiking trail networks from the cloud forest of Monteverde to the mangroves in the Gulf of Nicoya. There's a heavy office component, but interns will have the opportunity to hike and participate in trail maintenance initiatives, so a foundational knowledge of Q-GIS mapping software is a must. Ideal for students interested in graphic design, GIS, and environmental engineering – Remote work is allowed!

Winter Term News Reporter Intern at Addison Independent

Location: Middlebury, VT

Event Date: January 2020

Deadline: Nov. 30, 2019

If you're committed to good news reporting and making a positive impact on your community, join our team at Addison Press Inc., to cover the Brandon-Pittsford-Proctor and southern Addison County communities. Interns will write 1-2 stories per week. You'll be working with an award-winning team of 25 out of our Middlebury office. Journalism, photography and basic social media skills preferred.

Privilege & Poverty Local and National Summer Internships

Location: Middlebury, VT and nationwide

Term: Summer

Deadline: January 12, 2020

The Privilege & Poverty Academic Cluster integrates rigorous academic study and direct service to disadvantaged communities and persons. This summer internship program provides students with an opportunity to extend prior classroom learning about poverty and inequality out into communities, both local and national, through funded summer internships with community agencies addressing the impacts of economic inequality. Internships offered in: Healthcare, Law, Economic Development, Education, Environmental Justice, Housing, Hunger, Immigration Services, Women's Advocacy, Youth Programs, the Arts, and more.

Middlebury College Office of Sustainability Integration

Location: Middlebury, VT

Term: Winter

Deadline: Nov. 13, 2019

Sustainability Solutions Lab Internship: Telling and Publishing Digital Stories about People Involved in Energy 2028. Energy 2028, Middlebury's transformative response to the climate crisis, is the focus of this internship. JTerm SSL interns will create stories about how the climate crisis is affecting people and what they are doing to help create solutions. Learn or hone digital storytelling skills and then apply those skills to produce a photo or video story related to climate justice, renewable energy, divestment, conservation, education, technology, etc. We are seeking interns with a broad range of interests and backgrounds – including science, humanities, and the arts.

THIS WEEK IN SPORTS

WOMEN'S SOCCER

By HEATHER BOEHM
Sports Editor

Women's soccer came up big with a 2–1 victory over Wesleyan in the quarterfinals of the NESCAC tournament on Saturday, Nov. 2.

The Panthers won the race to the scoreboard within the five minute mark. **Simone Ameer '21** capitalized on a Cardinal opening and slapped the ball to the back of the net. Middlebury's offense spent most of the game giving the Cardinal defense a tough time but had an unlucky setback in the 61st minute. Wesleyan's Dani Milovanov snuck her way in to bring some hope to her teammates.

Jinx Charman '20 commented on her team's effort. "Wesleyan is always a really tough opponent," said Charman. "They have had some great wins this season, so we knew we had to get a goal in quickly. When they tied it up, our team really stepped our level up under pressure and we decided to high press their defense which gave us a lot more opportunities."

One of those opportunities led the way to **Ellie Bavier '20**'s goal. With time running out, captain **Olivia Miller '20** paved the way for her game-winning effort with a well-placed cross.

Middlebury will take some confidence from this triumph but will refocus for their semifinal matchup against long-time foe Williams on Saturday, Nov. 9 at Tufts. After a silent 1–1 draw with the Ephs earlier this season, the Panthers will come out hunting.

"We are really excited to face Williams again, and hopefully we will get redemption for the national championship," Charman said.

The championship game will be held on Sunday, Nov. 10 at Tufts as well.

BENJY RENTON / THE MIDDLEBURY CAMPUS

BENJY RENTON / THE MIDDLEBURY CAMPUS

FOOTBALL

By LAUREN BOYD
Sports Writer

The Panthers improved to an 8–0 record this past Saturday, grinding out a win against a 4–4 Hamilton team. Not only did the Panthers take home the "Rocking Chair Classic" trophy, but also stepped one game closer to an undefeated season, guaranteeing a share in the NESCAC title.

Heading into the game on a seven-game win streak, the Panthers faced immense pressure to perform. The Middlebury squad hoped to extend this winning streak, clinch a spot as NESCAC champions and honor their seniors in their last home game. The stands, packed with fans, friends, family and alumni, kept loud and proud throughout the contest.

During the first drive of the game, quarterback **Will Jernigan '21** led the Panthers 60 yards down the field. After a connection between Jernigan and **Frank Cosolito '20**, **Alex Maldjian '23** punched in the first score of the game.

After a Hamilton touchdown tied the game at 7–7, the Panthers quickly responded. Another drive by the Panthers led to a second Maldjian touchdown, bringing Middlebury to a 14–7 lead.

The Panthers would hold out for the rest of the game, preventing the Continentals from putting more points on the board. In the process, Middlebury claimed (at minimum) a share of the NESCAC title. Rounding out their season with a win against Tufts would mean being sole NESCAC champions and an undefeated season.

The Jumbos will be coming to prevent Middlebury from attaining a 9–0 record, hoping to move above .500 themselves. Falling to Williams, Wesleyan, Amherst, and Hamilton, Tufts currently holds a 4-4 record, tied up with the Hamilton Continentals.

The Panthers will kick-off their final NESCAC match on Saturday at 12:30 p.m.

FIELD HOCKEY

By MIGUEL ESPINOSA
Senior Sports Editor

First-seeded field hockey topped Trinity 3–1 at home in the NESCAC quarterfinal on Saturday, Nov. 4. The Panthers advance to the semifinals where they'll face off against seventh-seeded Hamiliton on Saturday, Nov. 9. Middlebury will be hosting championship weekend, including the semifinal game between Tufts and Williams.

Forward **Katie George '23** put the Panthers on the scoreboard early in the first quarter and was assisted by captain **Marissa Baker '20.** The Panthers augmented their lead in the second quarter thanks to goals by **Audrey Lazar '23** and **Danielle Brown '21.** Trinity managed to score their only goal with 20 seconds remaining in the third quarter.

"We changed a couple of people's positions and were able to better utilize some of our strengths in doing so," said **Erin Nicholas '21**, when asked about what clicked for the Panthers. "Our new formation allowed us to possess the ball a bit better while also providing us the opportunity to attack from different areas on the field."

BENJY RENTON / THE MIDDLEBURY CAMPUS

BENJY RENTON / THE MIDDLEBURY CAMPUS

MEN'S SOCCER

By ERIK ARVIDSSON
Sports Writer

The Panther men headed into postseason play determined to keep their season alive.

First up was the NESCAC tournament quarter-finals against Connecticut College on Saturday, Nov. 2. After 110 minutes of scoreless play, a stat line not too uncommon for the Panthers this year, the game headed to a shootout. After the first five penalties resulted in a 3–3 tie, the shootout would be decided by sudden death. With the game on the line, **Liam Sloane '22** stepped up and netted the ball into the left corner. Goalkeeper **Marco Kaper '21** secured the final save to give the Panthers a birth into the NESCAC semi's next weekend.

When asked about how it felt to convert the game winning goal, Sloane praised the team's collective effort. "I was very happy to convert that penalty," Sloane said, "but overall happier about the incredible team effort we put in."

This weekend the Panther's head to Amherst to face the top-ranked team in the nation. If they beat the Mammoths they will stay in Amherst for a chance to play for the tournament championship game on Sunday, Nov. 10. After tying the Mammoths during the regular season, **Kenan Ulku-Steiner '22** believes that "the key this weekend will be to run faster and kick the ball farther."